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Composition of the Secretariat

Report of the Secretary-General

Summary

The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305 of 15 April 2003, 59/266 of 23 December 2004, 60/238 of 23 December 2005 and 61/244 of 22 December 2006.

The analysis of the workforce of the global Secretariat reflects the current trends over the period from 1 July 2006 to 30 June 2007. The report considers all staff (36,579) of the Secretariat, regardless of type and length of contract. It contains, for the first time, information about the staff of the International Tribunals for the Former Yugoslavia and the International Criminal Tribunal for Rwanda. Separately analysed are the workforce characteristics of staff with an appointment of one year or more under the 100 series of the Staff Rules (12,019) and staff under the system of desirable ranges in posts subject to geographical distribution (2,730).

The General Assembly, in section X, paragraph 5, of its resolution 61/244 welcomed the analysis of the level of underrepresentation of Member States included in the previous annual report on the composition of the Secretariat. That analysis is updated in the present report, which also provides information on responses to specific requests of the General Assembly.

The Secretary-General invites the General Assembly to take note of the report.

* A/62/150.

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Abbreviations

AMISOM	African Union Mission in Somalia
BINUB	United Nations Integrated Office in Burundi
BONUCA	United Nations Peacebuilding Support Office in the Central African Republic
CNMC	Cameroon-Nigeria Mixed Commission
CTED	Counter-Terrorism Committee Executive Directorate
DDA	Department for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
OUSG	Office of the Under-Secretary-General
CMP	Capital Master Plan
OCSS	Office of Central Support Services
OHRM	Office of Human Resources Management
OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
Ethics	Ethics Office
FMADPKO	Field missions administered by the Department of Peacekeeping Operations
FPMS	Field Personnel Management System

ICJ	International Court of Justice
ICSC	International Civil Service Commission
ICTR	International Criminal Tribunal for Rwanda
ICTY	International Tribunal for the Former Yugoslavia
IMIS	Integrated Management Information System
InterOrg	Secretariat of the Joint Inspection Unit
ITC	International Trade Centre
MINURSO	United Nations Mission for the Referendum in Western Sahara
MINUSTAH	United Nations Stabilization Mission in Haiti
MINUTAC	United Nations Mission in Chad and the Central African Republic
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
Ombudsman	Office of the Ombudsman
ONUB	United Nations Operation in Burundi
OPRSG	Office of the Personal Representative of the Secretary-General for Southern Lebanon
OSAA	Office of the Special Adviser on Africa
OSG	Executive Office of the Secretary-General
OSRSG/CAAC	Office of the Special Representative of the Secretary-General for Children and Armed Conflict
RegCom	Regional Commissions New York Office
UNAMA	United Nations Assistance Mission in Afghanistan
UNAMI	United Nations Assistance Mission for Iraq

UNAT	United Nations Administrative Tribunal and its secretariat
UNCC	United Nations Compensation Commission
UNDOF	United Nations Disengagement Observer Force
UNCTAD	United Nations Conference on Trade and Development
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFICYP	United Nations Peacekeeping Force in Cyprus
UNFIP	United Nations Fund for International Partnerships
UNFPA	United Nations Population Fund
UN-Habitat	United Nations Human Settlements Programme
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFIL	United Nations Interim Force in Lebanon
UNIIIC	United Nations International Independent Investigation Commission
UNIOSIL	United Nations Integrated Office in Sierra Leone
UNITAR	United Nations Institute for Training and Research
UNJSPF	United Nations Joint Staff Pension Fund
UNLB	United Nations Logistics Base at Brindisi, Italy
UNMEE	United Nations Mission in Ethiopia and Eritrea
UNMIK	United Nations Interim Administration Mission in Kosovo
UNMIL	United Nations Mission in Liberia
UNMIN	United Nations Mission in Nepal
UNMIS	United Nations Mission in the Sudan
UNMIT	United Nations Integrated Mission in Timor-Leste
UNMOGIP	United Nations Military Observer Group in India and Pakistan
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNOCI	United Nations Operation in Côte d'Ivoire
UNODC	United Nations Office on Drugs and Crime

UNOG	United Nations Office at Geneva
UNOGBIS	United Nations Peacebuilding Support Office in Guinea-Bissau
UNOMIG	United Nations Observer Mission in Georgia
UNON	United Nations Office at Nairobi
UNOPS	United Nations Office for Project Services
UNOSEK	Office of the Special Envoy of the Secretary-General for the future status process of Kosovo
UNOV	United Nations Office at Vienna
UNPOS	United Nations Political Office for Somalia
UNSCO	Office of the United Nations Special Coordinator for the Middle East Peace Process
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNTOP	United Nations Tajikistan Office of Peacebuilding
UNTSO	United Nations Truce Supervision Organization

I. Introduction

1. The present annual report of the Secretary-General on the composition of the Secretariat is submitted pursuant to General Assembly resolutions concerning human resources management, the most recent of which are resolutions 57/305 of 15 April 2003, 59/266 of 23 December 2004, 60/238 of 23 December 2005 and 61/244 of 22 December 2006. The report, covering the period from 1 July 2006 to 30 June 2007, provides information on important demographic characteristics of the Secretariat and the system of desirable ranges for the geographical distribution of staff.

2. To present a snapshot of the global Secretariat, the population of the current report includes all staff with valid contracts[1] as at 30 June 2007, irrespective of source of funding, type of engagement, duration of contract, level or duty station. It also includes for the first time data on the International Criminal Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda.[2] Staff included in the analysis are those serving at headquarters duty stations (New York, Geneva, Vienna and Nairobi), at regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and the Social Commission for Western Asia), in field locations where they are administered by the Department of Economic and Social Affairs, the Department of Political Affairs, the Department of Public Information, the Department of Peacekeeping Operations, the Office for the Coordination of Humanitarian Affairs, the Office of the United Nations High Commissioner for Human Rights, the Office of Internal Oversight Services, the United Nations Conference on Trade and Development, the United Nations Environment Programme, the United Nations Human Settlements Programme and the United Nations Office on Drugs and Crime, field missions administered by the Department of Peacekeeping Operations and in the international tribunals for the former Yugoslavia and Rwanda.

3. For analytical purposes, the population data are reviewed in several categories as at 30 June 2007: (a) the global population of the Secretariat (36,579 active staff); (b) 30,745 staff with contracts of one year or more; (c) 12,019 staff appointed under the 100 series of the Staff Rules with contracts of one year or more; and (d) 2,730 staff in posts subject to geographical distribution in the Secretariat.

4. Section II.A of the present report provides an analysis of the global workforce (36,579 staff) by category and grade, department or office, nationality, gender, age and type of appointment as at 30 June 2007.

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[1] The authority of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states: "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly". The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

[2] In accordance with the recommendation of OIOS (A/56/956, para. 98), which states: "The Office of Human Resources Management should include information on staff in the international tribunals in the report of the Secretary-General on the composition of the Secretariat".

5. Section II.B presents information relating to staff with contracts of one year or more (30,745 staff) and compares staffing levels in various United Nations organizations, funds and programmes.

6. Section II.C contains an analysis of staff with appointments of one year or more under the 100 series of the Staff Rules (12,019 staff).[3] The analysis considers such demographic characteristics as type of appointment, length of service, age, staff movements (recruitment, promotions, separation, mobility, turnover etc.) and anticipated retirements in the coming five years (July 2007-December 2011). Demographic information as at 30 June 2007 is provided. Information on staff movements covers the period from 1 July 2006 to 30 June 2007. Data in the report are drawn from the Integrated Management Information System (IMIS) and the Field Personnel Management System (FPMS) and data provided by other organizations or entities of the common system.

7. Section II.D provides information on the system of desirable ranges for the geographical distribution of staff. It contains information on the methodology used for calculating the desirable ranges and focuses on staff appointed under this system (2,730 staff). This group consists of staff appointed by the Secretary-General at the Professional and higher categories for a duration of one year or more to posts financed from the regular budget and excludes staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment. An analysis is provided of the main characteristics of these staff and changes over time in the population. The section also contains a forecast of expected staff retirements in the next five years and an updated analysis of the level of underrepresentation of Member States.

8. Section III provides information on responses to specific requests of the General Assembly, namely, the review of the designation of posts in the Department of Public Information and the status of implementation of the human resources action plans.

9. The list of staff of the United Nations Secretariat, published as a separate document (ST/ADM/R.62), identifies staff by organizational entity, functional title, grade, nationality and contractual status.

II. Composition of the United Nations Secretariat

A. Global integrated Secretariat workforce analysis

10. The global integrated workforce comprises all staff under contract with the Secretariat under the 100, 200 or 300 series of the Staff Rules. As at 30 June 2007, staff internationally and locally recruited in the United Nations Secretariat, including staff on appointments of less than one year, numbered 36,579 (see table 1). This excludes 183 staff on special leave without pay and 55 staff on secondment to other organizations. Figure I illustrates the Secretariat population by

[3] Excludes all staff on 200- and 300-series contracts, staff on 100-series contracts with appointments limited to mission service and staff in the following categories: Field Service, national officers, language teachers and public information assistants. It also excludes staff recruited locally for mission service, staff on "when actually employed" or "one dollar a year" contracts, and staff from the international tribunals for the former Yugoslavia and Rwanda.

location; figure II illustrates the same population by location, category and rule series.

11. Table A.1 of annex II presents total staff under contract with the United Nations Secretariat as at 30 June 2007 (36,579), by nationality, gender and category. The number of staff in the Professional and higher categories is 10,583, of whom 7,066 have appointments under the 100 series of the Staff Rules, 1,139 under the 200 series and 2,378 under the 300 series. Staff in the General Service and related categories number 25,996, or 71.1 per cent of the total. Staff in field missions administered by the Department of Peacekeeping Operations number 19,338, representing 52.9 per cent of the global Secretariat workforce. The increase in the global workforce for 2007 of 19.7 per cent (6,031 staff) compared with 30 June 2006 is due mainly to the increase in local mission staff in peacekeeping missions (28.6 per cent increase) and staff at other field locations (9.8 per cent increase) and the inclusion of the staff of the two tribunals (5.8 per cent of the global workforce).

Table 1
Staff under contract with the United Nations Secretariat by location, category and series of the Staff Rules as at 30 June 2007
(Population: 36,579)

	Professional and higher categories				*General Service and related categories*			
	100	*200*	*300*	*Subtotal*	*100*	*300*	*Subtotal*	*Total*
Headquarters[a]								
Contract for less than one year	461	13	371	845	200	349	549	1 394
Contract for one year or more	3 789	526	305	4 620	5 225	14	5 239	9 859
Subtotal	**4 250**	**539**	**676**	**5 465**	**5 425**	**363**	**5 788**	**11 253**
Regional commissions[b]								
Contract for less than one year	54	10	62	126	108	60	168	294
Contract for one year or more	672	107	84	863	1 463	0	1 463	2 326
Subtotal	**726**	**117**	**146**	**989**	**1 571**	**60**	**1 631**	**2 620**
Peacekeeping missions								
Contract for less than one year	103	1	448	552	227	2 829	3 056	3 608
Contract for one year or more	869	3	1 070	1 942	5 917	7 871	13 788	15 730
Subtotal	**972**	**4**	**1 518**	**2 494**	**6 144**	**10 700**	**16 844**	**19 338**
Other field locations[c]								
Contract for less than one year	10	20	2	32	13	0	13	45
Contract for one year or more	312	459	32	803	384	6	390	1 193
Subtotal	**322**	**479**	**34**	**835**	**397**	**6**	**403**	**1 238**
Tribunals[d]								
Contract for less than one year	34	0	4	38	17	35	52	90

	Professional and higher categories				*General Service and related categories*			
	100	*200*	*300*	*Subtotal*	*100*	*300*	*Subtotal*	*Total*
Contract for one year or more	762	0	0	762	1 258	20	1 278	2 040
Subtotal	**796**	**0**	**4**	**800**	**1 275**	**55**	**1 330**	**2 130**
Total active staff	**7 066**	**1 139**	**2 378**	**10 583**	**14 812**	**11 184**	**25 996**	**36 579**
Other								
Staff on special leave without pay	84	10	4	98	84	1	85	183
Staff on secondment to other entities	52	2	0	54	1	0	1	55
Total other staff	**136**	**12**	**4**	**152**	**85**	**1**	**86**	**238**
Total staff under contract	**7 202**	**1 151**	**2 382**	**10 735**	**14 897**	**11 185**	**26 082**	**36 817**

[a] Geneva, Nairobi, New York and Vienna.
[b] ECA, ECE, ECLAC, ESCAP and ESCWA.
[c] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.
[d] International Tribunal for the Former Yugoslavia and International Criminal Tribunal for Rwanda.

Figure I
Workforce data: staff under contract with the United Nations Secretariat as at 30 June 2007

Population[a]

√ **36,579 staff members.**

By category/Level

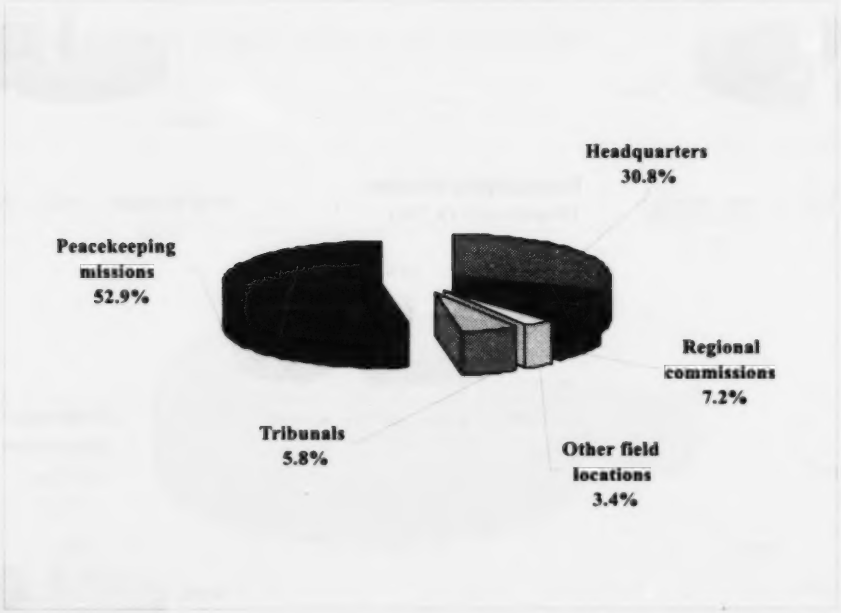
√ **11,253 staff members at headquarters.**[b]

√ **2,620 staff members at regional commissions.**[c]

√ **19,338 staff members in peacekeeping missions.**

√ **1,238 staff members in other field locations.**[d]

√ **2,130 staff members in the tribunals.**[e]



Source: IMIS and FPMS.

[a] Staff on all types of contract. Includes internationally and locally recruited staff, regardless of length of contract. Excludes at least 1,500 United Nations international and local staff administered by UNDP and UNOPS. Also excludes staff on special leave without pay (183) and staff on secondment to other entities (55).

[b] Headquarters: Geneva, Nairobi, New York, Vienna.

[c] Regional commissions: ECA, ECE, ECLAC, ESCAP, ESCWA.

[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat, and UNODC in non-headquarters duty stations .

[e] International Tribunal for the Former Yugoslavia and International Criminal Tribunal for Rwanda.

Figure II
Staff under contract by location, category and series of the Staff Rules as at 30 June 2007

Population[a]

√ **36,579 staff members.**

By category and rule series

√ **Professional and higher: 10,583 staff members**

7,066 staff members in 100 series.

1,139 staff members in 200 series.

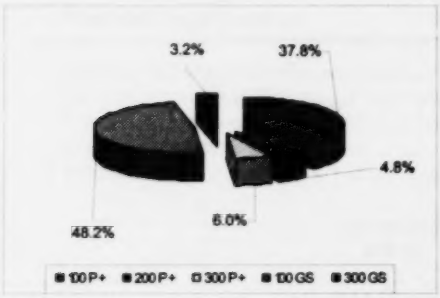
2,378 staff members in 300 series.

√ **General Service and related categories: 25,996 staff members**

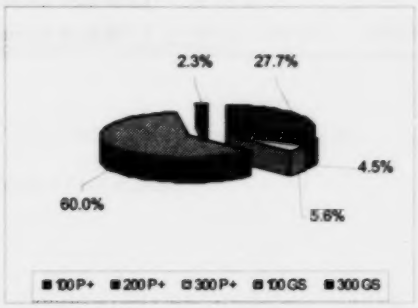
14,812 staff members in 100 series.

11,184 staff members in 300 series.

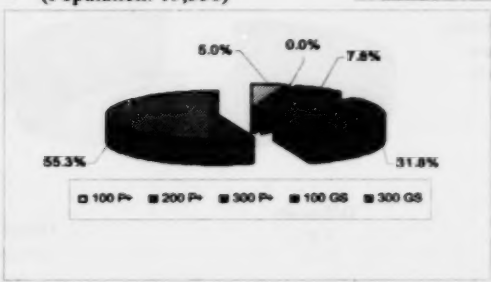
Headquarters[b]
(Population: 11,253)



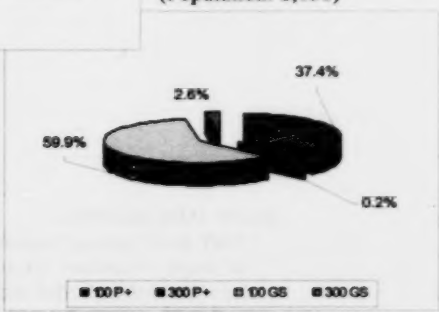
Regional commissions[c]
(Population: 2,620)



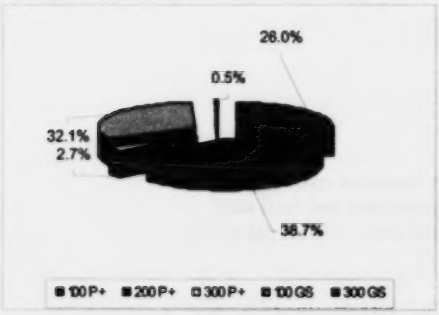
Peacekeeping missions
(Population: 19,338)



Tribunals
(Population: 2,130)



Other field locations[d]
(Population: 1,238)



Source: IMIS and FPMS.

[a] Includes all internationally and locally recruited staff, regardless of length of contract (total: 36,579). Excludes staff on special leave without pay (183) and staff on secondment to other entities (55).

[b] Geneva, Nairobi, New York, Vienna.

[c] ECA, ECE, ECLAC, ESCAP, ESCWA.

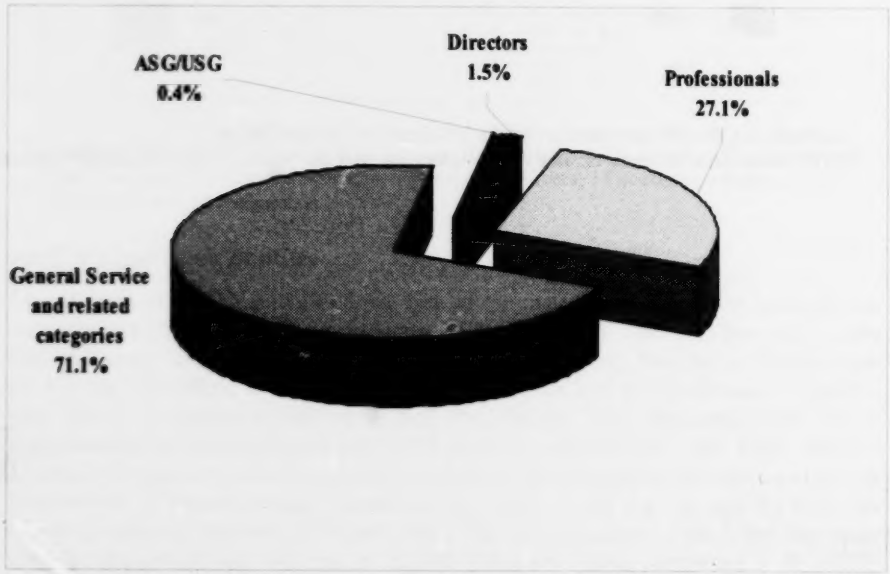
[d] Other field locations: staff of DESA, DPA, DPI, OCHA, OHCHR, OIOS, UNCTAD, UNEP, UN-Habitat and UNODC at non-headquarters duty stations.

Staff by category and level

12. The base number of staff used in the present demographic analysis is 36,579, of which 0.4 per cent are at the Under-Secretary-General and Assistant Secretary-General levels (132 staff), 1.5 per cent are in the Director category (549 staff), 27.1 per cent are in the Professional category (9,902 staff, comprising 8,160 professionals, 1,139 staff in the 200 series, 401 interpreters, 100 revisers and 102 translators), 71.1 per cent are in the General Service and related categories (25,996 staff, comprising 21,281 in the General Service category, 3,601 in the Field Service category, 579 national officers, 301 in the Security category, 171 in the Trades and Crafts category, 35 language teachers, 13 public information assistants and 15 conference typists). Figure III shows the percentage of Secretariat staff by category and level, figure IV the number of staff by grade in the Professional and higher categories and figure V the number of staff by grade in the General Service category.

Figure III
Secretariat staff by category and level as at 30 June 2007

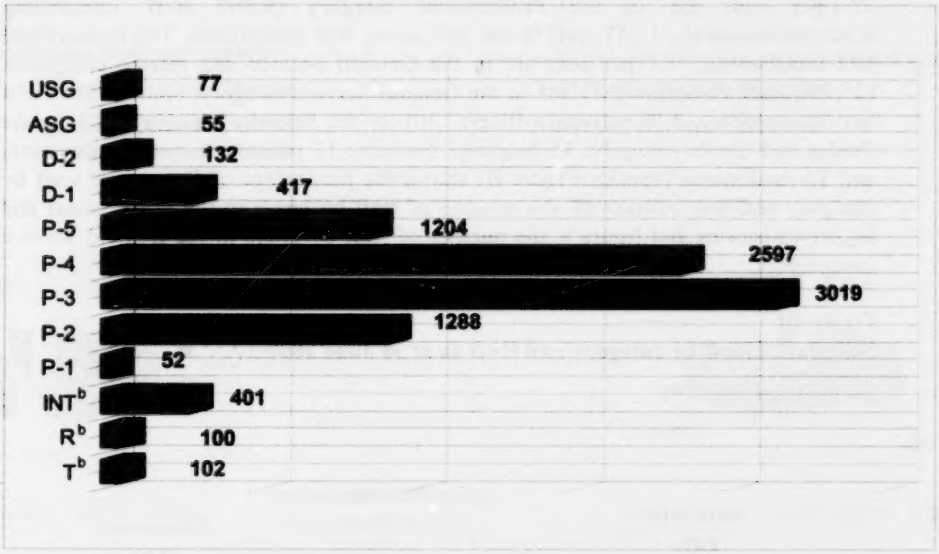
(Population: 36,579)



13. In the Professional category, 68.8 per cent of the staff are concentrated at the P-3 and P-4 grades. Staff at the P-1/P-2 grades represent 16.4 per cent and at the P-5 grade 14.8 per cent. D-1 staff represent 76.0 per cent of staff in the Director category. In the General Service category, 70.7 per cent are divided among grades G-3, G-4 and G-5.

Figure IV
Grade distribution, Professional and higher categories, as at 30 June 2007[a]

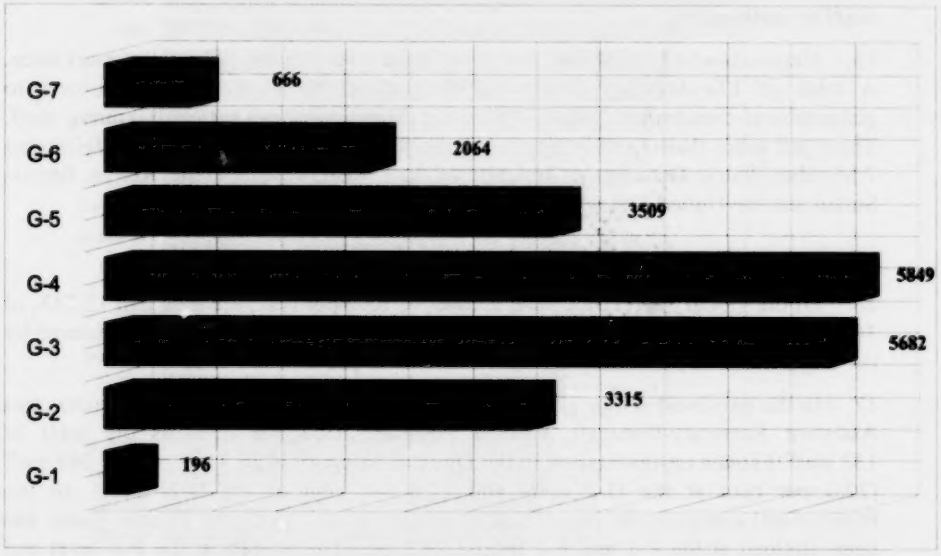
(Population: 8,763 of 36,579)



[a] Excludes 1,139 staff appointed under the 200 series of the Staff Rules.
[b] INT: interpreters; R: revisers; and T: translators are staff on "when actually employed" contracts.

Figure V
Grade distribution, General Service category, as at 30 June 2007

(Population: 21,281 of 36,579)[a]



[a] Excludes 4,715 staff (3,601 Field Service category, 301 Security category, 171 Trades and Crafts category, 35 language teachers, 579 national officers, 15 conference typists and 13 public information assistants).

Staff by department or office

14. A total of 11,253 staff (30.8 per cent of the overall total) serve at headquarters duty stations (New York, Geneva, Vienna, Nairobi), 2,620 staff (7.2 per cent) at the regional commissions (Economic Commission for Africa, Economic Commission for Europe, Economic Commission for Latin America and the Caribbean, Economic and Social Commission for Asia and the Pacific and Economic and Social Commission for Western Asia) and 7,215 at field locations (19.7 per cent). Another 13,361 (36.5 per cent) are local staff members in field missions administered by the Department of Peacekeeping Operations (see table 1 and fig. II) and 2,130 in the two international tribunals (5.8 per cent). The total number of staff serving away from headquarters duty stations is 25,326 (69.2 per cent), compared with 11,253 staff (30.8 per cent) at the various headquarters. The 19,338 staff in field missions administered by the Department of Peacekeeping Operations represent 52.9 per cent of the global Secretariat workforce. Three peacekeeping missions (United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), United Nations Interim Administration Mission in Kosovo (UNMIK), and United Nations Mission in the Sudan (UNMIS)) have more than 2,450 staff each and four other missions (United Nations Mission in Liberia (UNMIL), United Nations Integrated Mission in Timor-Leste (UNMIT), United Nations Assistance Mission in Afghanistan (UNAMA) and United Nations Stabilization Mission in Haiti, (MINUSTAH)) have more than 1,100 each. At headquarters duty stations, three

departments (Department for General Assembly and Conference Management, Department of Management and United Nations Office at Geneva) have in excess of 1,000 staff. Among the regional commissions, the Economic Commission for Africa has the largest number of staff.

Staff by nationality

15. Nationals of 183 Member States are represented in the Secretariat workforce. A total of 174 Member States are represented by staff in posts subject to geographical distribution, while 9 Member States have no nationals among staff. There are more than 1,000 nationals in the Secretariat from each of the following 7 Member States: Democratic Republic of the Congo, France, Haiti, Kenya, Serbia, Sudan and the United States of America.

Staff by gender

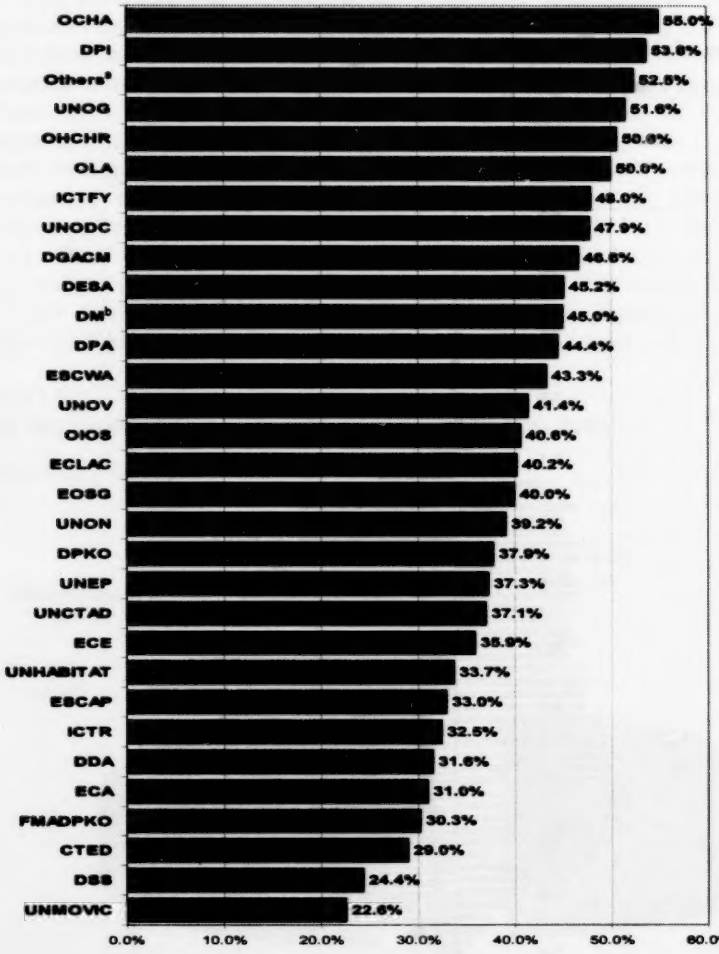
16. Of the global Secretariat staff, 23,846, or 65.2 per cent, are men and 12,733, or 34.8 per cent, are women. Of the 13,361 local staff in field missions administered by the Department of Peacekeeping Operations, 80.8 per cent are men.

17. In the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General), women represent 19.7 per cent of the total of 132 staff. Female representation in the Director category is 26.4 per cent of 549 staff (22.0 per cent at the D-2 level and 27.8 per cent at the D-1 level). In the Professional category, the proportion of women is 40.7 per cent. Gender parity has been attained at the P-1 and P-2 levels: 73.1 per cent of staff at the P-1 level and 51.0 per cent at the P-2 level are women. Gender parity has not been achieved at the higher Professional levels: women comprise 41.4 per cent of staff at the P-3 level, 35.5 per cent at the P-4 level and 30.4 per cent at the P-5 level. Women comprise 55.6 per cent of Professional staff in the INT (interpreters), R (revisers), and T (translators) grades. Women comprise 32.9 per cent of 25,996 staff in the General Service and related categories and 21.6 per cent of the 16,844 General Service staff in field missions administered by the Department of Peacekeeping Operations.

18. Figure VI indicates that 14 departments or offices in the Secretariat have either achieved gender parity or have more female than male staff in the Professional and higher categories, 13 departments and offices have between 40 and 49 per cent women, 13 between 30 and 39 per cent and 5 less than 30 per cent.

Figure VI
Female staff representation in the Professional and higher categories as at 30 June 2007

(Population: 9,444 of 36,579 staff)



[a] Includes the Ethics Office (2 female staff, 40.0 per cent), the United Nations Administrative Tribunal (2 female staff, 100.0 per cent), the Office of the Ombudsman (5 female staff, 100.0 per cent), the secretariat of the Joint Inspection Unit (4 female staff, 44.4 per cent), New York Office of the Regional Commissions (1 female staff member, 33.3 per cent), the Office of the Special Representative of the Secretary-General for Children and Armed Conflict (6 female staff, 75.0 per cent), the Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (4 female staff, 44.4 per cent), the United Nations Compensation Commission (7 female staff, 35.0 per cent), the Office of the Special Adviser on Africa (6 female staff, 54.5 per cent) and the United Nations Fund for International Partnerships (5 female staff, 44.4 per cent).

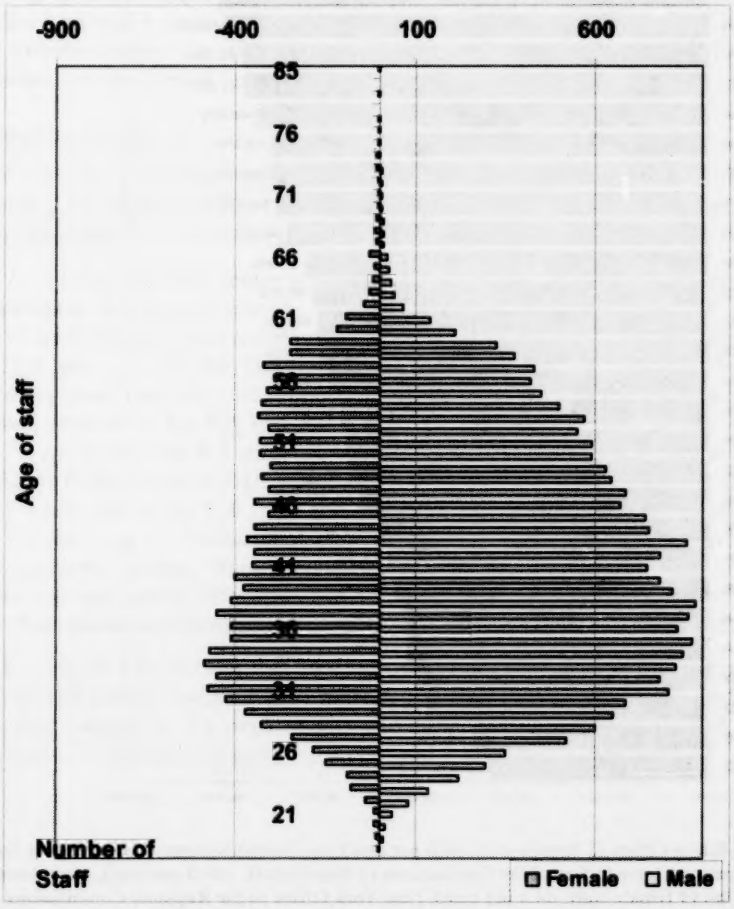
[b] Data for the Department of Management represent the aggregated percentage for the Office of the Under-Secretary-General (57.9 per cent), the Office of Programme Planning, Budget and Accounts (51.9 per cent), the Office of Human Resources Management (60.4 per cent), the Office of Central Support Services (28.9 per cent), the Capital Master Plan Office (27.3 per cent) and the secretariats of the Advisory Committee on Administrative and Budgetary Questions, the Board of Auditors and the Panel of External Auditors (50.0 per cent).

Staff by age

19. As at 30 June 2007, the average age of the global workforce was 41.9 years; 62.1 per cent of all Secretariat staff were younger than 45 (see fig. VII).

Figure VII
Distribution of staff by gender and age as at 30 June 2007

(Population: 36,579)



Staff by appointment type

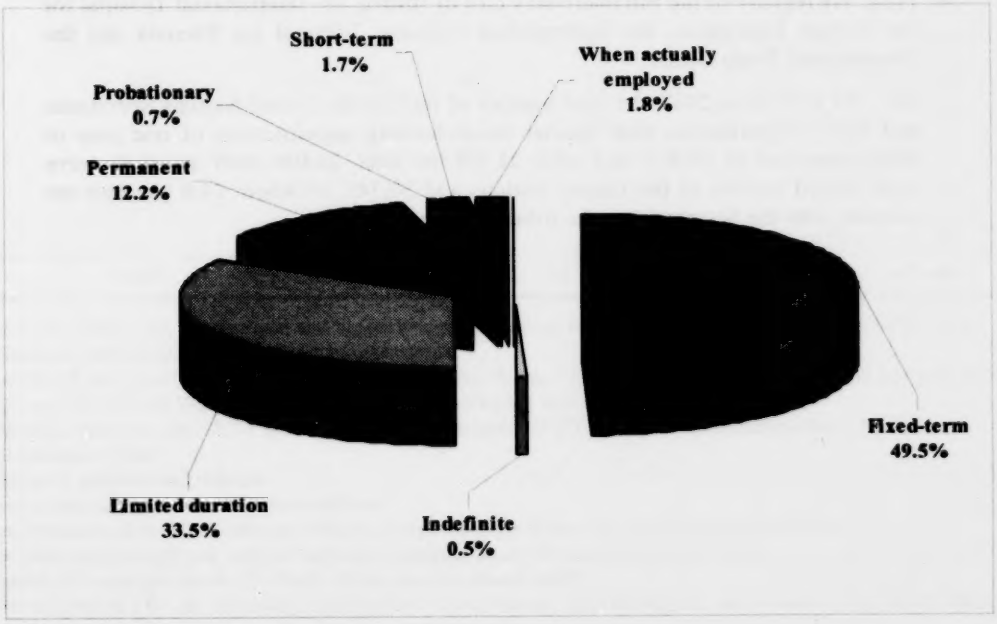
20. As at 30 June 2007, 12.2 per cent of staff held permanent appointments, as illustrated in figure VIII. Permanent appointments were held by 23.9 per cent of directors, 24.0 per cent of staff in the Professional category and 8.5 per cent of staff in the General Service and related categories. Among staff with permanent appointments, 78.9 per cent were in regular budgetary posts and 21.1 per cent were in other posts. Of staff in regular budgetary posts, 41.4 per cent had permanent appointments; 3.4 per cent of staff in other posts had permanent appointments.

21. The current proportion of permanent appointments for staff in posts subject to geographical distribution is 52.2 per cent (1,426 of 2,730). The proportion of staff with probationary appointments stands at 6.8 per cent (185 of 2,730).

22. The percentage of permanent and fixed-term appointments varies across departments and offices, depending mainly on the source of funding. Entities funded mainly from sources other than the regular budget have the lowest rate of permanent appointees among their staff (International Tribunal for the Former Yugoslavia (0.2 per cent), field missions administered by the Department of Peacekeeping Operations (1.1 per cent), International Criminal Tribunal for Rwanda (1.2 per cent), United Nations Compensation Commission (5.6 per cent), Office for the Coordination of Humanitarian Affairs (6.2 per cent) and the United Nations Monitoring, Verification and Inspection Commission (7.0 per cent)). Entities funded mainly from the regular budget have the highest percentages of permanent appointments (Department for General Assembly and Conference Management (54.7 per cent), Office of Legal Affairs (46.0 per cent), Department of Political Affairs (39.3 per cent) and Department of Management (37.7 per cent)).

Figure VIII
Staff distribution by type of appointment as at 30 June 2007

(Population: 36,579)



Staff on contracts of less than one year

23. A total of 5,431 staff (14.8 per cent of the global workforce) hold contracts of less than one year. The proportion of staff with contracts of less than one year is highest among field-based staff (e.g., 18.7 per cent in field missions administered by the Department of Peacekeeping Operations). It is lower in the tribunals

(4.2 per cent), regional commissions (11.2 per cent) and at headquarters duty stations (12.4 per cent).

B. Staff of the United Nations Secretariat and related entities in the United Nations system

24. A total of 30,745 staff (including 2,040 staff of the international tribunals), constituting 84.1 per cent of the global workforce of the Secretariat, are on contracts of one year or more, as shown in table 2. This population is used only for the purpose of comparing staffing levels in various United Nations organizations, funds and programmes. Data reported to the Secretariat by such related entities in the United Nations system are for staff holding appointments of one year or more.

25. The general principles of the Staff Rules apply to all staff of the United Nations, including the staff of the secretariats of subsidiary programmes, funds and organs that have special status in matters of appointment, as granted by the General Assembly. These include the United Nations Children's Fund, the United Nations Development Programme, the Office of the United Nations High Commissioner for Refugees, the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the United Nations University, the secretariat of the International Civil Service Commission, the secretariat of the United Nations Joint Staff Pension Fund, the registry of the International Court of Justice, the International Tribunal for the Former Yugoslavia, the International Criminal Tribunal for Rwanda and the International Trade Centre.

26. As at 30 June 2007, the total number of staff of the United Nations Secretariat and those organizations with special status holding appointments of one year or more amounted to 56,831 (see table 2). Of the total, 26,086 staff members serve with related entities of the United Nations and 30,745, of whom 34.8 per cent are women, with the Secretariat or the tribunals (see fig. IX).

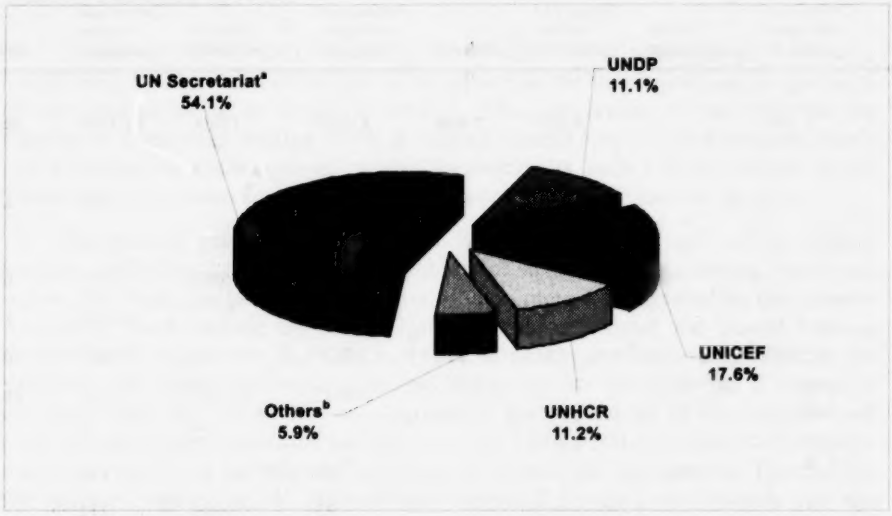
Table 2
Staff of the United Nations Secretariat and related entities by category and source of funds as at 30 June 2007

	Regular budget				*Extrabudgetary resources*				
Entity	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	*Professional and higher categories*	*Project personnel*	*General Service and related categories*	***Subtotal***	***Total***
United Nations Secretariat	3 256	7	4 667	**7 930**	3 488[a]	1 088	16 199[b]	**20 775**	**28 705**
Tribunals									
ICTY					419		630	**1 049**	**1 049**
ICTR					343		648	**991**	**991**
UNDP[c]					1 838[d]	1 063	3 417	**6 318**	**6 318**
UNFPA					497		1 226[e]	**1 723**	**1 723**
UNHCR	89		131	**220**	1 902[f]		4 262	**6 164**	**6 384**
UNICEF					1 461[g]	3 314[h]	5 253	**10 028**	**10 028**
UNITAR					3	22	6	**31**	**31**
UNJSPF					56		112	**168**	**168**
UNOPS					92	603	112	**807**	**807**
UNRWA[i]	105		12	**117**	32		5	**37**	**154**
UNU					18	36	51	**105**	**105**
ICJ	47		53	**100**					**100**
ICSC					17		20	**37**	**37**
ITC[j]					71	58	102	**231**	**231**
Total	**3 497**	**7**	**4 863**	**8 367**	**10 237**	**6 184**	**32 043**	**48 464**	**56 831**

[a] Includes 1,965 staff in the Professional and higher categories serving in field missions administered by DPKO and 10 Professional staff against revenue-producing accounts.
[b] Includes 10,835 local staff and 2,940 staff in the General Service and related categories serving in field missions administered by DPKO and 75 General Service staff against revenue-producing accounts.
[c] Includes staff charged to the UNDP core budget, funds managed by UNDP and UNDP supplementary funds.
[d] Includes national officers.
[e] Includes junior professional officers.
[f] Includes national and junior professional officers.
[g] Includes Professional staff and national officers occupying posts funded by regular budget resources.
[h] Includes Professional staff and national officers occupying posts funded from project funds.
[i] Excludes 26,998 area personnel, of which 46 per cent are female staff.
[j] A number of posts in ITC are financed jointly by the United Nations from the regular budget and by the World Trade Organization.

Figure IX
Staff of the Secretariat and related entities of the United Nations with an appointment of one year or more as at 30 June 2007

(Population: 56,831)



[a] Includes ICTR and ICTY.
[b] Includes ICJ, ICSC, ITC, UNFPA, UNITAR, UNJSPF, UNOPS, UNRWA and UNU.

C. Analysis of United Nations Secretariat staff demographics

27. The presentation and analysis below cover Secretariat staff holding 100-series appointments of one year or more, irrespective of category, type of appointment or source of funding. In conformity with these criteria, the base figure used for demographic analysis as at 30 June 2007 is 12,019. Secretariat-wide data and projections for the period from 2006 to 2010 have been drawn from the IMIS database. In order to avoid unnecessary repetition, the analysis below excludes a number of the demographic characteristics (staff breakdown by category and grade, by nationality and by duration of contract) presented in section A above.

Demographic profile of Secretariat staff

Staff by department or office

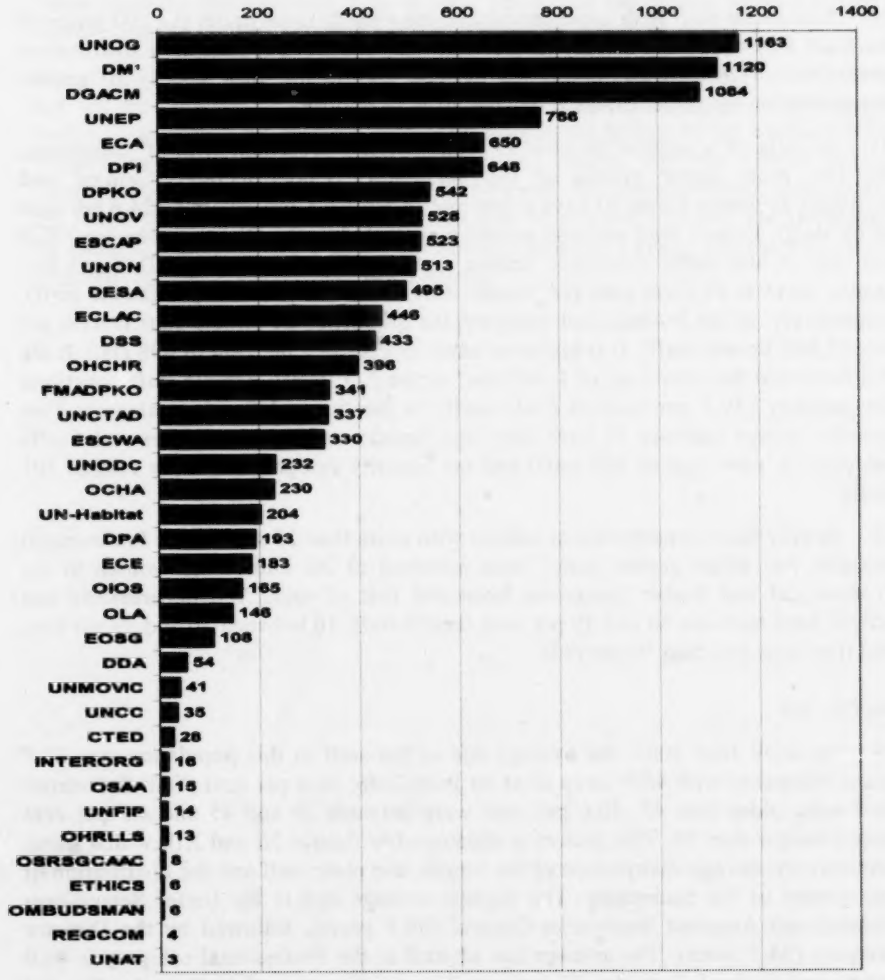
28. Figure X shows the breakdown of staff by department, office or other entity. A total of 8,478 staff (70.5 per cent) of all Secretariat staff serve in 12 departments and offices with more than 445 staff each. The three departments with the largest number of staff are the United Nations Office at Geneva (9.7 per cent, 1,163 staff), the Department for General Assembly and Conference Management (9.0 per cent, 1,084 staff) and the Department of Management[4] (9.3 per cent, 1,120 staff). Staff at

[4] The Department of Management includes staff of the Office of the Under-Secretary-General, the Office of Programme Planning, Budget and Accounts, the Office of Human Resources Management, the Office of Central Support Services, the Capital Master Plan Office and the secretariat of Committees.

United Nations Headquarters (either located in New York or directly administered by Headquarters departments) represent 44.5 per cent of all Secretariat staff. Offices away from Headquarters (Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago and Vienna) and their sub-offices employ 52.6 per cent of the staff, with the largest number at the United Nations Office at Geneva (18.4 per cent). A total of 341 staff, or 2.8 per cent, are detailed to field missions administered by the Department of Peacekeeping Operations.

Figure X
Number of staff by entity as at 30 June 2007

(Population: 12,019)



Staff by nationality

29. Nationals of 177 Member States are represented in this workforce. A total of 174 Member States are represented by staff in posts subject to geographical distribution, while 15 have no nationals among staff with appointments of one year or more (Angola, Comoros, Kiribati, Kuwait, Liechtenstein, Marshall Islands, Monaco, Montenegro, Nauru, Palau, Samoa, Sao Tome and Principe, Timor-Leste, United Arab Emirates and Vanuatu). There are more than 400 nationals in the Secretariat from each of the following 6 Member States: Ethiopia, France, Kenya, Philippines, United Kingdom of Great Britain and Northern Ireland and United States of America.

Staff by gender

30. Secretariat staff with appointments of one year or more under the 100 series of the Staff Rules (12,019) display an almost evenly balanced female/male distribution (49.9/50.1). This figure does not reflect significant differences in gender representation by grade, category and department or office.

31. In spite of a general increase in female staff representation in all categories, the two most senior grades of the Secretariat (Under-Secretary-General and Assistant Secretary-General) have a low rate of female representation (24.6 per cent of 69 staff). Female staff are also poorly represented in the Director category (31.8 per cent of 406 staff). Currently, female representation levels in the D-2 and D-1 grades stand at 29.2 per cent (28 female staff) and 32.6 per cent (96 female staff), respectively. In the Professional category, the proportion of female staff is 41.6 per cent (1,845 female staff). It is higher at entry levels (53.2 per cent of 498 staff at the P-2 level and 46.4 per cent of 1,445 staff at the P-3 level). Female staff constitute the majority (59.8 per cent of 6,634 staff) in the General Service category. Two specific groups continue to have very low female staffing: the Trades and Crafts category (3.0 per cent of 169 staff) and the Security category (13.0 per cent of 301 staff).

32. In only three departments or offices with more than 25 staff in the Professional category has either gender parity been achieved or the number of women in the Professional and higher categories exceeded that of men. Ten departments and offices have between 40 and 49 per cent female staff, 10 between 30 and 39 per cent and five have less than 30 per cent.

Staff by age

33. As at 30 June 2007, the average age of the staff in this population was 45.7 years, compared with 45.9 years as at 30 June 2006, 54.6 per cent of all Secretariat staff were older than 45, 40.6 per cent were between 30 and 45 and 4.8 per cent were younger than 30. This pattern is illustrated in figures XI and XII, which show, respectively, the age distribution of the female and male staff and the distribution of age groups in the Secretariat. The highest average age is for Under Secretaries-General and Assistant Secretaries-General (59.9 years), followed by the Director category (54.7 years). The average age of staff in the Professional category is 46.0 years, and at the P-2 grade, 37.1 years. The average age of staff in the General Service category is 44.4 years, in the Security category, 37.6 years and in the Trades and Crafts category, 48.0 years.

34. The average age of female directors exceeds that of male directors by about three months, while male staff in the Professional category are, on average, 24 months older than their female colleagues. Male security officers on average are nearly four years and three months older than their female colleagues. For General Service staff, the average age of male staff is about 16 months lower than that of female staff.

35. In the Professional category, on average, the youngest staff are found in the Office of the Secretary-General (41.3 years), the Office of the United Nations High Commissioner for Human Rights (41.6 years), the Office of Legal Affairs (42.0 years) and the Office for the Coordination of Humanitarian Affairs (43.4 years). The oldest staff are in the Department for General Assembly and Conference Management (48.3 years), the Department of Public Information (48.3 years), the Department for Disarmament Affairs (48.1 years) and the United Nations Office at Geneva and the United Nations Office at Nairobi (47.7 years).

36. For all categories of staff, the departments and offices with the lowest average age are the Department of Safety and Security (39.8 years), the Economic and Social Commission for Western Asia (41.5 years), the Office of the United Nations High Commissioner for Human Rights (42.5 years) and the Office for the Coordination of Humanitarian Affairs (44.0 years). The highest overall average ages are found in the Department for Disarmament Affairs (49.1 years), the Department for General Assembly and Conference Management (48.2 years) and the Department of Economic and Social Affairs (48.0 years).

Figure XI
Distribution of staff by gender and age as at 30 June 2007
(Population: 12,019)

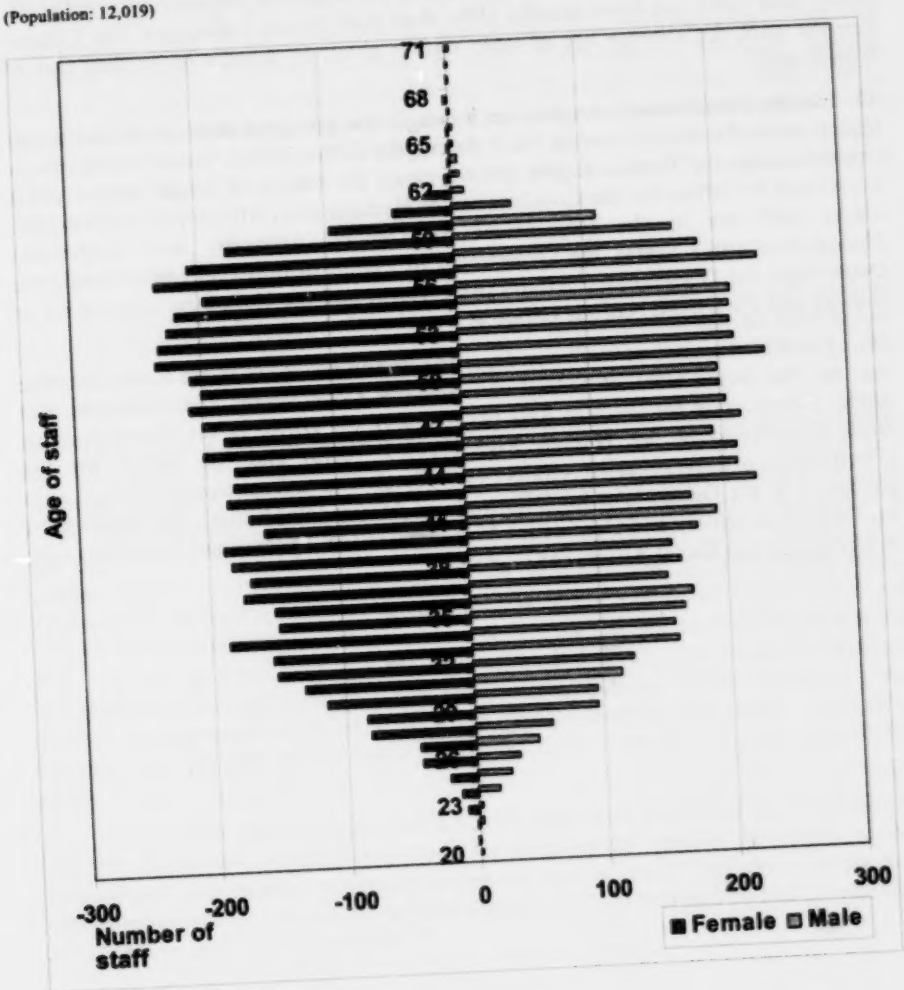
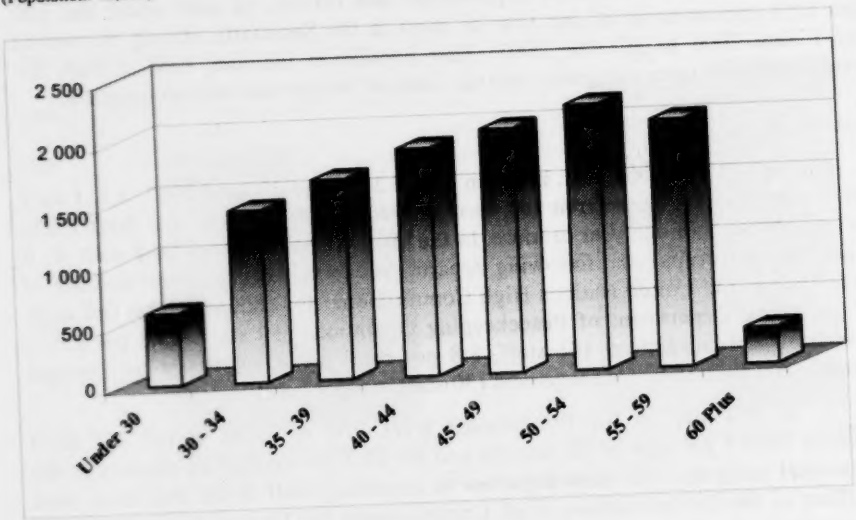


Figure XII
Distribution of age groups in the Secretariat as at 30 June 2007
(Population: 12,019)



Staff by length of service

37. The average length of service for all staff and all types of appointment is 11.4 years (12.9 years for directors, 9.9 years for staff in the Professional category and 12.3 years for those in the General Service and related categories).

38. The average length of service for staff with permanent appointments is 20.4 years (22.8 years for directors, 15.6 years for staff in the Professional category and 25.1 years for those in the General Service and related categories). Longer service time for directors correlates with their higher average age. The average length of service of staff holding fixed-term appointments of one year or more is 6.5 years (6.4 years for Directors, 5.2 years for staff in the Professional category and 7.1 years for those in the General Service and related categories).

39. The average length of service in departments and offices that have at least 30 staff members ranges from those of the Counter-terrorism Executive Directorate (5.6 years), the Office for the Coordination of Humanitarian Affairs (7.0 years) and the Office of the United Nations High Commissioner for Human Rights (7.3 years) at the low end to those of the Department for General Assembly and Conference Management (15.1 years), the Economic and Social Commission for Asia and the Pacific (15.0 years), the Department of Economic and Social Affairs (14.9 years), the Office of Central Support Services (14.5 years), the Department of Public Information (14.2 years) and the Economic Commission for Latin America and the Caribbean (14.1 years) at the high end. A lower than average duration of service is a result of one or a combination of a younger staff population, more recent recruits, a higher staff turnover rate, the recent establishment of an office or appointments of limited duration. An average length of service at the departmental or office level that is higher than that of the Secretariat indicates an older population with a lower turnover rate.

Movements of staff between 1 July 2006 and 30 June 2007

40. The analysis below is based on movements, including recruitment, separation, promotion and transfer between departments and offices, of staff under the 100 series with appointments of one year or more in the Secretariat during the period from 1 July 2006 to 30 June 2007. That population includes staff in both the Professional and higher categories and the General Service and related categories.

Recruitment

41. Figure XIII illustrates that, between 1 July 2006 and 30 June 2007, 1,131 staff were recruited in the Secretariat for posts under the 100 series of the Staff Rules with appointments of one year or more. In the Professional category (464 staff, 41.0 per cent of all recruits), the following departments recruited the largest number of staff: Office of the United Nations High Commissioner for Human Rights (68 staff, 12.7 per cent), Department of Peacekeeping Operations (59 staff, 13.8 per cent), Department of Management (41 staff, 8.8 per cent) and Department for General Assembly and Conference Management (30 staff, 6.5 per cent).

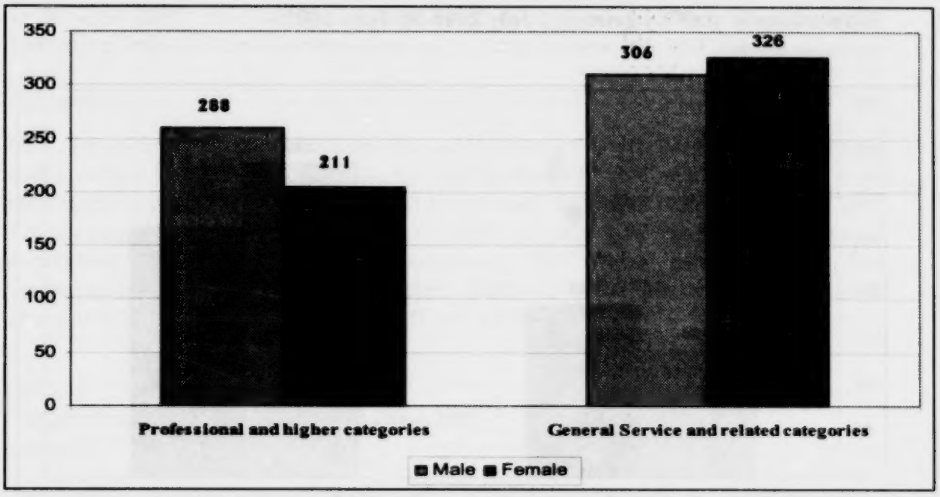
42. Of the 464 staff at the Professional level, 108 recruited at the P-2 level accounted for 9.5 per cent of all recruits and for 23.3 per cent of all recruits in the Professional category. The main departments recruiting staff at the P-2 level were the Office of the United Nations High Commissioner for Human Rights (16 staff, 14.8 per cent), the Department for General Assembly and Conference Management (11 staff, 10.2 per cent), the Economic and Social Commission for Asia and the Pacific (10 staff, 9.3 per cent), the Department of Management (8 staff, 7.4 per cent) and the Department of Economic and Social Affairs (6 staff, 5.6 per cent).

43. A total of 632 staff, or 55.9 per cent of all staff recruited during the reporting period, were in the General Service and related categories.

44. Women accounted for 47.5 per cent of all staff recruited (537 women of 1,131 staff) during the period from 1 July 2006 to 30 June 2007, compared with 40.0 per cent in the previous reporting period. At the Under-Secretary-General level, one of the five recruits was a woman, and the only recruit at the Assistant Secretary-General level was a woman. In the Director category, women accounted for 17.2 per cent of recruits (5 of 29) and in the Professional category, 44.0 per cent were women (204 of 464). In the General Service and related categories, 326 staff, or 51.3 per cent, of staff recruited were women.

45. The following departments or offices account for almost 60 per cent of all recruitments: Department of Management (9.4 per cent, 106 staff), Department of Peacekeeping Operations (7.7 per cent, 87 staff), Office of the United Nations High Commissioner for Human Rights (7.6 per cent, 86 staff), United Nations Office at Geneva (6.8 per cent, 77 staff), Department for General Assembly and Conference Management (6.3 per cent, 71 staff), Economic and Social Commission for Western Asia (5.7 per cent, 65 staff), United Nations Environment Programme (5.2 per cent, 59 staff), Department of Safety and Security (5.2 per cent, 59 staff), United Nations Office at Vienna (4.5 per cent, 51 staff) and United Nations Office at Nairobi (4.4 per cent, 50 staff). Recruitments comprised fixed-term appointments (87.4 per cent, 1,131 staff), new probationary appointments (12.0 per cent, 136 staff) and permanent appointments due to transfer from another United Nations agency (0.4 per cent, 5 staff).

Figure XIII
Recruitment of staff by category and gender, 1 July 2006-30 June 2007
(Population: 12,019)



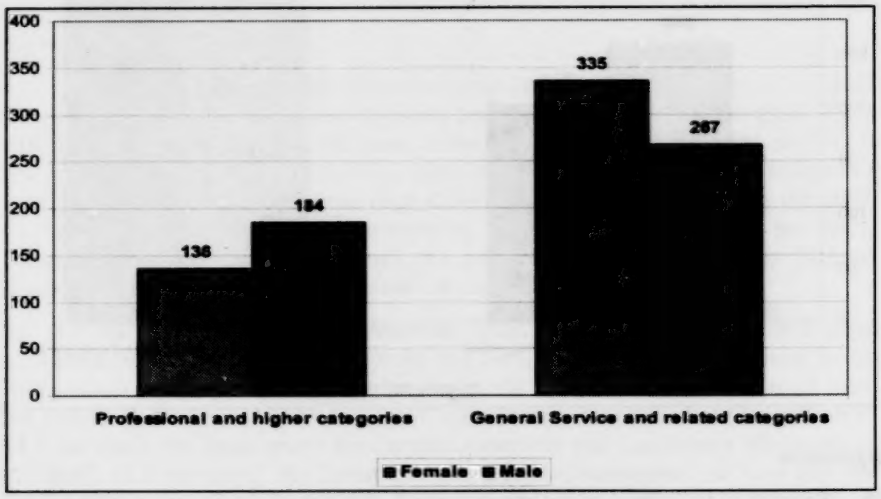
Separation

46. Separation is defined as the movement of staff out of the Secretariat owing to retirement, resignation, expiry of appointment, agreed termination, inter-agency transfer, termination for health reasons, death, termination or abandonment of post or dismissal for misconduct. Between 1 July 2006 and 30 June 2007, 922 staff separated, compared with 998 separations registered during the period from 1 July 2005 to 30 June 2006. Among them, 333 were retirements (36.1 per cent), 273 were resignations (29.6 per cent) and 176 were due to expiration of appointment (19.1 per cent). By category, 6.0 per cent were in the Director category and above, 27.7 per cent were in the Professional category and 65.3 per cent were staff in the General Service and related categories. A total of 24 staff at the P-2 level separated, accounting for 2.6 per cent of all separations and 9.4 per cent of separations at the Professional level. Separations of female staff accounted for 51.1 per cent of all staff departures. As indicated in figure XIV, while female staff accounted for 42.5 per cent of separations in the Professional and higher categories, they constituted 55.6 per cent in the General Service and related categories. More than 60 per cent of staff who separated were from the field missions administered by the Department of Peacekeeping Operations (115), the Department of Management (78), the Department for General Assembly and Conference Management (76), the Department of Public Information (61), the United Nations Office at Geneva (60), the United Nations Environment Programme (56) and the Department of Peacekeeping Operations and the Economic Commission for Africa (54 each).

47. Between 1 July 2006 and 30 June 2007, a total of 273 staff resigned, accounting for 29.6 per cent of all separations. The number of resignations included 2 Under-Secretaries-General, 1 Assistant Secretary-General, 7 Directors, 49 staff in the Professional category and 214 staff in the General Service and related categories. In the Professional category, 12 staff at the P-5 level resigned (24.5 per

cent of total resignations), 11 staff at the P-4 level (22.4 per cent), 16 staff at the P-3 level (32.7 per cent) and 10 staff at the P-2 level (20.4 per cent).

Figure XIV
Separations of staff by gender, 1 July 2006-30 June 2007
(Population: 12,019)



Promotion

48. Promotion is defined as the movement of staff to a higher grade, except for movement of staff to the Professional category from the General Service and related categories which, pursuant to General Assembly resolution 55/258, is considered recruitment. During the period from 1 July 2006 to 30 June 2007, 1,430 promotions were registered in the Secretariat. The gender distribution of the promotions showed the percentage breakdown to be even between men (709 promotions, 49.6 per cent) and women (721 promotions, 50.4 per cent). Women comprised 38.1 per cent of the promotions in the Director category, 48.6 per cent in the Professional category and 51.8 per cent in the General Service and related categories.

Transfer

49. Transfers are defined as lateral staff movements with a change of assignment and involving two departments or offices at one or more duty stations. During the period under review, there were 569 transfers throughout the Secretariat. Of the total, 336, or 59.1 per cent, were transfers of female staff. There were more transfers among staff with fixed-term appointments (61.0 per cent) than among staff with permanent appointments (38.5 per cent) and probationary appointments (0.5 per cent).

50. Most transfers occurred into or out of the United Nations Environment Programme (42), the Department of Management (79), the Department of Peacekeeping Operations (60), the Department of Public Information (38) and the Department of Economic and Social Affairs (33).

51. In section VIII of its resolution 57/305, the General Assembly approved the Secretary-General's proposal on the placement of staff members serving in the Executive Office of the Secretary-General (see A/56/816) and requested him to report on the implementation of the procedure. During the period from 1 July 2006 to 30 June 2007, nine staff were transferred to posts at the same level from the Executive Office of the Secretary-General to other departments and offices.

Turnover

52. Turnover rates are based on the calculation of a standard labour turnover index, which is obtained by comparing the number of actual staff departures over the reporting period with the number of active staff. Turnover indices for 2006/2007 are presented in table 3 by category of staff and take into account all causes of separation except expiration of appointment. The overall turnover index has increased from 7.4 in 2006 to 7.7 in 2007. Turnover at the Director level is almost twice as high as the average for the staff as a whole.

Table 3
Turnover indices, 1 July 2006-30 June 2007
(Percentage)

Category	*Number of staff as at 30 June 2006*	*Number of separations*	*Turnover index*
Directors	389	55	14.1
Professional category	4 233	255	6.0
General Service and related categories	7 200	602	8.4
Total staff	**11 822**	**912**	**7.7**

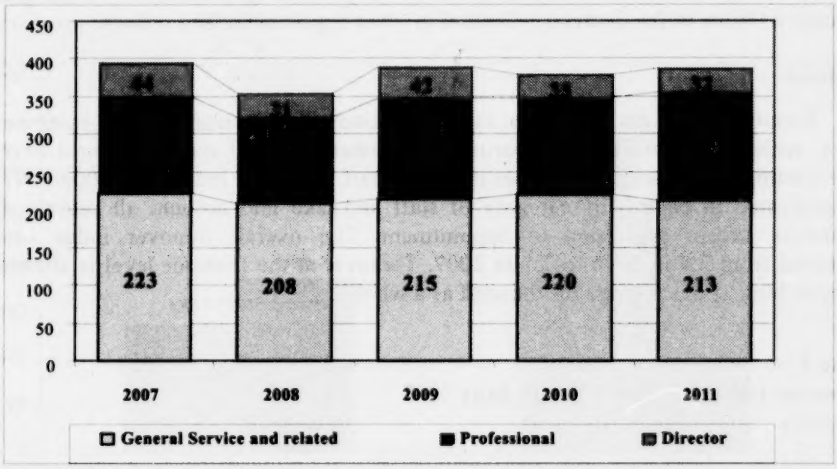
Forecasts of anticipated retirements in the Secretariat

53. Each year a number of staff leave the Organization for different reasons. The yearly attrition rate is the result of anticipated retirements and unforeseeable events. Figure XV illustrates anticipated retirements by category for the period 2007-2011.

54. A total of 1,904 Secretariat staff will reach the mandatory age of separation during the period 2007-2011. This represents 15.8 per cent of the current workforce (12,019). An average of 381 staff will retire each year, ranging from a low of 353 in 2008 to a high of 389 in 2009. Figure XV indicates that, between 1 January 2007 and 31 December 2011, 182 Directors will retire, accounting for 9.6 per cent of all retirements, 643 staff (33.8 per cent) will retire from the Professional category and 1,079 staff (56.7 per cent) will retire from the General Service and related categories. Between 1 January 2007 and 31 December 2011, more women than men in all categories will retire. In the Professional and higher categories (P-2 to D-2), 63.6 per cent of the retirees will be male.

Figure XV
Anticipated retirements of staff by category, 2007-2011

(Total anticipated retirements: 1,904)



55. Retirement rates at the senior levels (P-5, D-1 and D-2) will be significant in a number of departments. A comparison of the number of expected retirements at those levels by department and office, based on the present staffing table, is provided below. Departments and offices with a minimum of 20 staff at the senior levels have been divided into three groups that correspond to the percentage of their strategic replacement needs in the next five years:

(a) Departments and offices with low replacement needs (less than 25 per cent of their present staff): Office of the Secretary-General (13.0 per cent), Department of Peacekeeping Operations (13.5 per cent), Office of the High Commissioner for Human Rights (15.7 per cent), Office for the Coordination of Humanitarian Affairs (19.4 per cent), United Nations Environment Programme (20.7 per cent), Economic Commission for Latin America and the Caribbean (21.2 per cent), United Nations Office on Drugs and Crime (21.3 per cent), Office of Internal Oversight Services (22.7 per cent) and Department of Political Affairs (23.3 per cent);

(b) Departments and offices with medium replacement needs (between 25 and 40 per cent of their present staff): Office of Legal Affairs (25.9 per cent), field missions administered by Department of Peacekeeping Operations (26.1 per cent), United Nations Office at Vienna (27.3 per cent), United Nations Conference on Trade and Development (29.6 per cent), United Nations Human Settlements Programme (29.7 per cent), Department of Economic and Social Affairs (31.3 per cent), Department of Management (31.8 per cent), Economic Commission for Africa (37.5 per cent), Economic and Social Commission for Asia and the Pacific (39.0 per cent) and Department of Public Information (40.0 per cent);

(c) Departments and offices with high replacement needs (over 40 per cent of their present staff): Department for General Assembly and Conference

Management (43.3 per cent), Economic Commission for Europe (45.5 per cent), United Nations Office at Geneva (54.3 per cent) and Economic and Social Commission for Western Asia (61.9 per cent).

56. Monitoring of expected retirements of staff at the P-5, D-1 and D-2 levels helps in forecasting staff replacement requirements. Replacement needs for the P-5 grade for the coming five years represent 26.2 per cent of the present number of staff. At the D-2 and D-1 grades needs are higher, at 39.9 per cent (see table 4).

Table 4
Replacement needs owing to retirement at the D-1/D-2 and P-5 grades

	All posts			*Posts subject to geographical distribution*		
Year	*D-1/D-2*	*P-5*	*Total*	*D-1/D-2*	*P-5*	*Total*
2007	24	34	58	24	20	41
2008	31	49	80	21	30	51
2009	42	55	97	33	30	62
2010	33	40	73	26	22	50
2011	32	54	86	21	35	54
Total	**162**	**232**	**394**	**125**	**137**	**262**

D. Staff subject to the system of desirable ranges

57. By resolution 42/220 A, the General Assembly introduced the current system of desirable ranges, based, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations would initially be 2,700 posts;

(b) The weight of the membership factor would be 40 per cent of the base figure;

(c) The population factor, which would be allotted a weight of 5 per cent, would be directly related to the population of Member States and posts subject to that factor distributed among Member States in proportion to their population;

(d) The contribution factor would be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range would be based on a flexibility of 15 per cent upward and downward from the midpoint of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure would be adjusted whenever the actual number of posts subject to geographical distribution increased or decreased by 100, the weights of the three factors being maintained.

58. Changes in the representation status of a Member State may result from several factors: the appointment or separation of staff; adjustments of the desirable range because of an increase or decrease in the number of posts subject to geographical

distribution; changes in the number of Member States; changes in the scale of assessments; changes in the population of Member States; and changes in the status of individual staff members (such as departure on secondment or special leave without pay, return from secondment or special leave or change in nationality).

59. In compliance with section III of General Assembly resolution 42/220 A, owing to the creation of additional posts, the base figure of posts subject to the system of desirable ranges was set at 2,700 in 1988. This number depends on the number of posts subject to geographical distribution but is not equal to it. The base figure is adjusted whenever the actual number of posts (budgeted) subject to geographical distribution increases or decreases by 100. Currently, the base figure is set at 3,000 due to the change in the number of posts in the Professional and higher categories subject to the system of desirable ranges, which stands at 3,004. For more details on the calculation of ranges and the midpoint, see annex I.

60. At present, 2,730 staff are on posts subject to geographical distribution as described in the paragraphs above. Staff under the system of desirable ranges are appointed by the Secretary-General under the 100 series of the Staff Rules for a period of at least one year to posts subject to geographical distribution in the Professional and higher categories funded under the regular budget.[5]

61. The representation of Member States falls into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is unrepresented when none of its nationals has been appointed to a post subject to geographical distribution; it is underrepresented when the number of its nationals appointed to such posts is below the lower limit of the desirable range; it is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range; and it is overrepresented when the number of its nationals appointed to such posts exceeds the upper limit of the desirable range.

Representation of Member States in the system of desirable ranges

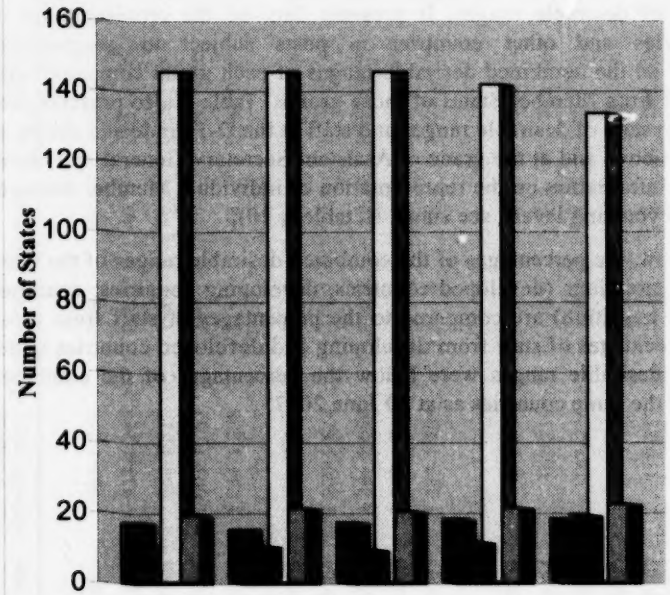
62. As at 30 June 2007, 18 Member States were unrepresented (Angola, Bahrain, Comoros, Democratic People's Republic of Korea, Kiribati, Kuwait, Liechtenstein, Marshall Islands, Monaco, Montenegro Nauru, Palau, Samoa, Sao Tome and Principe, Tajikistan, Timor-Leste, United Arab Emirates and Vanuatu), the same number as in June 2006. Nineteen Member States were underrepresented, compared with 11 in June 2006 (Botswana, Brunei Darussalam, Cambodia, Chad, Gabon, Guinea-Bissau, Japan, Lao People's Democratic Republic, Libyan Arab Jamahiriya, Mexico, Moldova, Norway, Oman, Qatar, Republic of Korea, Saudi Arabia, Turkmenistan, Viet Nam and Yemen), and 22 Member States were overrepresented,

[5] The following are not included in the system of desirable ranges: staff appointed to the secretariats of subsidiary programmes, funds and organs with special status in matters of appointment; staff appointed to the international tribunals for the former Yugoslavia and Rwanda, staff appointed to peacekeeping posts, posts specifically funded for other field mission service or posts financed under the support account for peacekeeping operations; staff appointed to posts with special language requirements; staff in the Field Service and the General Service and related categories of staff (such as Trades and Crafts, security officers and public information assistants) who are locally recruited; staff appointed to posts for service limited to the United Nations Environment Programme, the United Nations Human Settlements Programme or the United Nations Office on Drugs and Crime; staff appointed to posts financed on an inter-agency basis; staff appointed to technical cooperation project posts; national officers at United Nations information centres; staff on special leave without pay; and staff on secondment to other organizations.

compared with 21 in June 2006 (Argentina, Australia, Austria, Brazil, Bulgaria, Cameroon, Chile, Egypt, Ethiopia, India, Italy, Kenya, New Zealand, Nigeria, Philippines, Romania, Russian Federation, South Africa, Sweden, Uganda, Ukraine and Zimbabwe). The remaining 133 Member States were within range.

63. The evolution of the representation of Member States in terms of staff appointed under the system of desirable ranges for the five-year period from 2003 to 2007 is illustrated in figure XVI. The increase in underrepresentation, from 11 to 19 Member States between June 2006 and June 2007, is the consequence of the following events: 10 Member States remained underrepresented; 1 Member State (Yemen), previously unrepresented, became underrepresented; 4 Member States (Guinea-Bissau, Lao People's Democratic Republic, Moldova and Turkmenistan), previously within range, became underrepresented when their lower range was increased; and 4 Member States (Botswana, Cambodia, Chad and Gabon) became underrepresented from their previous status of within range when one staff member from each country separated. One previously underrepresented Member State (Switzerland) is now within range.

Figure XVI
Representation of Member States



	Jun-03	Jun-04	Jun-05	Jun-06	Jun-07
Unrepresented	17	15	17	18	18
Underrepresented	10	10	9	11	19
Within range	145	145	145	141	133
Over-represented	19	21	20	21	22

64. Tables A.3 to A.10 in annex II cover posts subject to geographical distribution. The data in table A.3 are arranged by nationality, grade and gender. The table includes the midpoint of the desirable range and the range itself. The data in table A.4 are arranged by nationality and type of appointment as at 30 June 2006 and 30 June 2007. Table A.5 shows appointments arranged by nationality, grade and gender for the period from 1 July 2006 to 30 June 2007. Table A.6 shows appointments and separations, by nationality, type of appointment and gender for the same period.

Representation of Member States at the senior and policymaking levels

65. In section X, paragraph 2, of its resolution 55/258, the General Assembly requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, the equitable representation of Member States, especially those with inadequate representation at those levels and unrepresented and underrepresented States, in particular developing countries, in accordance with the relevant resolutions of the Assembly, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat. That request was reaffirmed by the Assembly in section II, paragraphs 37 and 38, of resolution 57/305, section IV, paragraph 13, of resolution 59/266 and section X, paragraph 14, of resolution 61/244.

66. Staff at the senior and policymaking levels are defined as those at the Principal Officer (D-1) grade and above. Table 5 contains data on senior officials appointed under the system of desirable ranges. It presents data on the representation of developing countries and other countries in posts subject to geographical distribution, based on the combined desirable ranges of each group compared with the number of staff from Member States of those groups. Table 5 also presents data on staff under the system of desirable ranges and staff at the D-1 grade and above, at the D-2 grade and above and at the grade of Assistant Secretary-General and above (for more detailed information on the representation of individual Member States at the senior and policymaking levels, see annex II, table A.10).

67. In table 5 below, the percentages of the combined desirable ranges of the three economic country groupings (developed countries, developing countries, countries with economies in transition) are compared to the percentages of staff from those groupings. The percentages of staff from developing and developed countries under the system of the desirable ranges were below the percentages of the combined desirable ranges of the same countries as at 30 June 2007.

Table 5

Distribution of staff subject to geographical distribution among developing and developed countries and countries with economies in transition

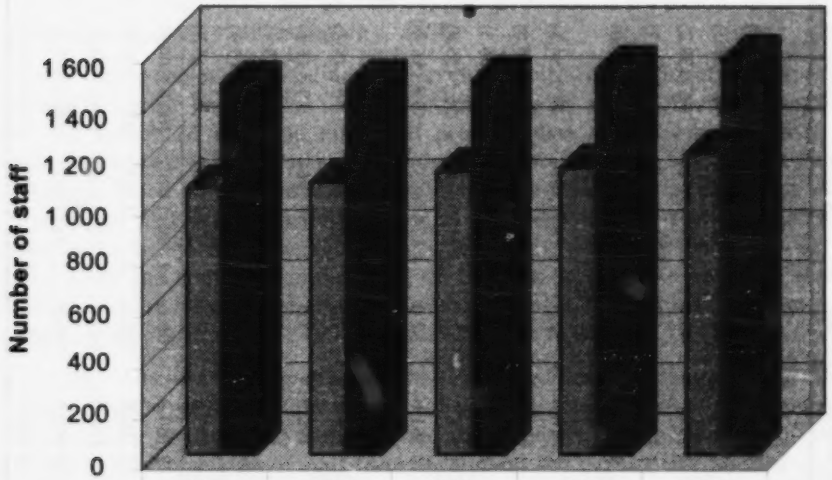
Group	Year	Combined desirable ranges	Group midpoint	Percentage	Total staff		D-1 and above		D-2 and above		ASG and above	
					Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Developing countries	2003	903-1 258	1 093.7	40.5	1 032 (417)	41.5 (40.2)	150 (52)	45.0	54 (14)	46.2	23 (4)	56.1
	2004	933-1 263	1 098.1	40.7	1 023 (416)	40.7 (39.1)	148 (55)	44.7	56 (17)	48.7	20 (3)	51.3
	2005	968-1 310	1 139.3	40.7	1 024 (424)	39.7 (38.2)	141 (53)	42.9	49 (17)	45.4	17 (5)	41.5
	2006	1 003-1 357	1 180.0	40.7	1 051 (430)	39.9 (38.3)	138 (46)	40.8	50 (18)	43.5	24 (7)	49.0
	2007	1 034-1 398	1 215.9	40.5	1 089 (448)	39.9 (38.0)	132 (47)	39.4	50 (17)	42.7	21 (7)	44.7
Developed countries	2003	1 204-1 629	1 416.4	52.5	1 195 (568)	48.0 (54.5)	156 (56)	46.8	56 (18)	47.9	15 (4)	36.6
	2004	1 200-1 624	1 411.9	52.3	1 232 (591)	49.0 (55.6)	154 (64)	46.5	52 (18)	45.2	16 (6)	41.0
	2005	1 244-1 684	1 463.9	52.3	1 293 (625)	50.1 (56.3)	154 (61)	46.8	50 (17)	46.3	21 (6)	51.2
	2006	1 289-1 744	1 516.2	52.3	1 317 (626)	50.1 (55.8)	167 (63)	49.4	56 (22)	48.7	23 (6)	46.9
	2007	1 327-1 795	1 561.0	52.0	1 374 (663)	50.4 (56.2)	171 (71)	51.0	58 (20)	49.6	24 (6)	51.1
Countries with economies in transition	2003	161-218	189.9	7.0	262 (55)	10.5 (5.3)	27 (3)	8.1	7 (1)	6.0	3 (1)	7.3
	2004	162-219	190.0	7.0	258 (56)	10.3 (5.3)	29 (2)	8.8	7 (1)	6.1	3 (1)	7.7
	2005	167-226	196.8	7.0	262 (61)	10.2 (5.5)	34 (3)	10.3	9 (1)	8.3	3 (1)	7.3
	2006	173-234	203.8	7.0	263 (66)	10.0 (5.9)	33 (2)	9.8	9 (0)	7.8	2 (0)	4.1
	2007	190-257	223.0	7.4	264 (68)	09.7 (5.8)	32 (2)	9.6	9 (0)	7.7	2 (0)	4.3
Total	2003	2 295-3 105	2 700.0	100.0	2 489 (1 040)	100.0 (100.0)	333 (111)	100.0	117 (33)	100.0	41 (09)	100.0
	2004	2 295-3 105	2 700.0	100.0	2 513 (1 063)	100.0 (100.0)	331 (121)	100.0	115 (36)	100.0	39 (10)	100.0
	2005	2 380-3 220	2 800.0	100.0	2 579 (1 110)	100.0 (100.0)	329 (117)	100.0	108 (35)	100.0	41 (12)	100.0
	2006	2 465-3 335	2 900.0	100.0	2 631 (1 122)	100.0 (100.0)	338 (111)	100.0	115 (40)	100.0	49 (13)	100.0
	2007	2 550-3 450	3 000.0	100.0	2 727 (1 179)	100.0 (100.0)	335 (120)	100.0	117 (37)	100.0	47 (13)	100.0

Source: *World Population Prospects: The 2006 Revision* (United Nations publication, forthcoming).
Note: Numbers in parentheses represent female staff members.

Female representation among staff under the system of desirable ranges

68. Since the forty-fifth session of the General Assembly and in compliance with General Assembly resolution 45/239 C, resolution 55/258, section XIV, paragraph 2, and resolution 57/305, section II, paragraphs 39 to 41, the Secretary-General has continued to report on efforts made to increase the number of women in posts subject to geographical distribution in the Secretariat, particularly in senior and policymaking posts. During the period from 1 July 2003 to 30 June 2007, the number of female staff members in the D-1 grade and above increased by 9, from 111 to 120. Table A.7 and table A.9, section B, of annex II show staff in posts with special language requirements by nationality, grade and gender. The proportion of female staff in posts subject to geographical distribution for the five-year period from 2003 to 2007 is illustrated in figure XVII.

Figure XVI
Proportion of female and male staff in posts subject to geographical distribution



	2003	2004	2005	2006	2007
Female staff	1 040	1 063	1 110	1 122	1 179
Male staff	1 451	1 452	1 471	1 512	1 551

69. The number and percentage of female staff in posts subject to geographical distribution and in posts with special language requirements by grade are shown below in table 6, which compares data for 1997 and 2007.

Table 6
Female staff by grade in posts subject to geographical distribution and posts with special language requirements

	Geographical posts				*Language posts*[a]			
	1997		*2007*		*1997*		*2007*	
Grade	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*	*Number*	*Percentage*
USG	1	5.6	6	25.0	—	—	—	—
ASG	2	14.3	7	29.2	—	—	—	—
D-2	12	19.1	24	34.3	—	—	—	—
D-1	47	22.0	83	37.9	—	—	—	—
P-5	149	33.2	174	33.5	51	36.5	57	41.3
P-4	229	34.4	322	42.1	118	33.3	137	37.1
P-3	276	42.4	344	49.6	122	35.8	141	46.1
P-2	185	47.9	219	52.8	26	55.3	17	58.6
P-1	—	—	—	—	—	—	—	—
Total	**901**	**36.6**	**1 179**	**43.2**	**317**	**36.1**	**352**	**41.8**

[a] Language posts are exclusively at the P-2 to P-5 levels.

70. Table A.5 of annex II provides details on the 263 appointments to posts subject to geographical distribution by nationality, grade and gender for the period from 1 July 2006 to 30 June 2007. Table 7 below provides a condensed version of the same data.

Table 7
Staff newly appointed to posts subject to geographical distribution by gender, grade and number of nationalities represented, 1 July 2006-30 June 2007[a]

	Female			*Male*		
Grade	*Number appointed*	*Percentage of total*	*Number of nationalities represented*	*Number appointed*	*Percentage of total*	*Number of nationalities represented*
USG	1	20.0	1	4	80.0	4
ASG	1	100.0	1	—	—	—
D-2	—	—	—	3	100.0	3
D-1	2	28.6	2	5	71.4	5
P-5	10	33.3	9	20	66.7	10
P-4	21	36.2	18	37	63.8	29
P-3	26	44.8	20	32	55.2	23
P-2	64	63.4	22	37	36.6	20
P-1	—	—	—	—	—	—
Total	**125**	**47.5**	**50**	**138**	**52.5**	**61**

[a] Does not include serving staff who already had the appointment status "geography".

71. Table A.9 of annex II shows the gender distribution of staff in the Secretariat by department or office and by grade as at 30 June 2007. Section A of the table reports on staff in posts subject to geographical distribution, and section B provides data on staff in posts with special language requirements.

Recruitment of staff under the system of desirable ranges

72. During the period from 1 July 2006 to 30 June 2007, 263 appointments were made under the system of desirable ranges (see annex II, table A.5). Of that total, 1 appointment (0.4 per cent) was a national of an unrepresented Member State, 36 (13.7 per cent) were nationals of underrepresented Member States, 179 (68.1 per cent) were nationals of Member States that were within the desirable range and 47 (17.9 per cent) were of nationals of Member States that were overrepresented as at 30 June 2007.

73. Of the 263 appointments, 107 (40.7 per cent) were of candidates who had been successful in national competitive examinations for posts in the P-2 and P-3 grades. A total of 68 (63.6 per cent) of the 107 successful candidates in the examinations were women.

74. In 2007, 38 Member States participated in national competitive examinations (Andorra, Angola, Antigua and Barbuda, Bahrain, Barbados, Botswana, Brunei Darussalam, Cape Verde, Comoros, Equatorial Guinea, Gambia, Greece, Grenada, Guatemala, Israel, Japan, Lao People's Democratic Republic, Liechtenstein, Malta, Mauritius, Mexico, Micronesia (Federated States of), Moldova, Monaco, Norway, Oman, Panama, Portugal, Republic of Korea, Saint Lucia, Samoa, Saudi Arabia, Switzerland, Tajikistan, Tonga, United States of America, Vanuatu and Viet Nam). These are unrepresented and underrepresented Member States and those in danger of becoming unrepresented or underrepresented. Examinations were given in seven occupational groups.[6] A total of 55 candidates from the 2006 examinations were successful: 5 have been placed and 8 of the remaining 42 candidates on the roster are in the process of being recruited.

75. Of the 263 staff appointed, 125 (47.5 per cent) were women, of whom 72 were from developed countries, 44 were from developing countries and 9 were from countries with economies in transition.

76. Among the 107 successful national competitive examination candidates, 64 (64.0 per cent) of the 100 P-2 candidates were recruited by offices away from Headquarters, while 36 (36.0 per cent) were recruited for posts in New York. Of the P-3 candidates, three were recruited by offices away from Headquarters while four were recruited by offices in New York. Table 8 presents placement data by entity for the period from 1 July 2006 to 30 June 2007.

[6] Architecture, demography, library, science and technology, security, statistics and web design.

Table 8
National competitive examination placement by entity, 1 July 2006-30 June 2007

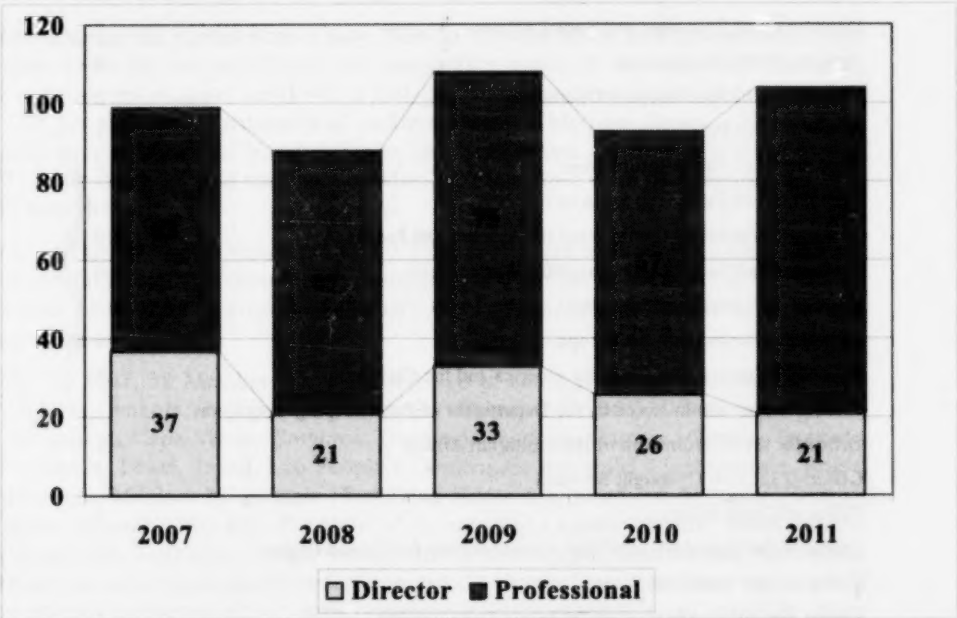
Department/office	*P-2*	*P-3*
Department for Disarmament Affairs	2	
Department of Economic and Social Affairs	7	
Department of Management	9	
Department of Peacekeeping Operations	6	
Department of Political Affairs	3	
Department of Public Information	4	1
Department of Safety and Security		1
Economic and Social Commission for Asia and the Pacific	10	
Economic and Social Commission for Western Asia	6	
Economic Commission for Africa	3	
Economic Commission for Europe	4	
Economic Commission for Latin America and the Caribbean	7	
Field missions administered by the Department of Peacekeeping Operations	1	
Office for the Coordination of Humanitarian Affairs	3	
Office of Internal Oversight Services	1	1
Office of Legal Affairs	2	1
Office of the United Nations High Commissioner for Human Rights	16	2
Office of the Ombudsman		1
United Nations Conference on Trade and Development	3	
United Nations Human Settlements Programme	2	
United Nations Office at Geneva	3	
United Nations Office at Nairobi	2	
United Nations Office at Vienna	3	
United Nations Office on Drugs and Crime	3	
Total	**100**	**7**

Forecasts of anticipated retirements of Secretariat staff under the system of desirable ranges

77. Of the current 2,730 staff on posts subject to geographical distribution, 492 staff will retire between 2007 and 2011. During the period from 1 January to 30 June 2007, 30 staff retired (13 directors and 17 staff in the Professional category). The remaining 462 staff, representing 16.9 per cent of staff under the system of desirable ranges, will reach mandatory retirement age between 1 July 2007 and December 2011. Retirements will average 98 staff members a year, ranging from a low of 88 staff in 2008 to a high of 108 staff in 2009. Figure XVIII indicates the breakdown between the Director and Professional categories.

Figure XVIII
Anticipated retirements by category for staff under the system of desirable ranges

(Total anticipated retirements: 492)[a]



[a] Data for 2007 include 17 staff in the Professional category and 13 directors who retired in the first six months of the year.

E. Updated analysis of the level of underrepresentation

78. All staff currently serving on posts subject to geographical distribution from three Member States (Afghanistan, Sierra Leone and Tuvalu) will retire in the next five years. Five Member States (Japan, Libyan Arab Jamahiriya, Republic of Korea, Saudi Arabia and Viet Nam) are underrepresented and will become further underrepresented if the numbers of their nationals expected to retire during this period are not balanced by a similar number of new recruitments from those Member States. A total of 14 Member States (Belgium, China, Honduras, Iran (Islamic Republic of), Lesotho, Liberia, Mexico, Poland, Singapore, Slovenia, Spain, Switzerland, United Kingdom of Great Britain and Northern Ireland and United States of America) will become underrepresented if the numbers of nationals expected to retire during this period are not replaced by a similar number of new recruitments from those Member States. For 35 Member States, the proportion of currently serving nationals expected to retire by 2011 is between 20 and 50 per cent of their current staff number, for 31 Member States it is between 10 and 20 per cent of their current staff number and for 14 Member States it is about 10 per cent. For 71 Member States, no retirements of staff are expected in the next five years.

79. As in the previous annual report on the composition of the Secretariat (A/61/257 and Corr.1), countries have been classified into three main groups for the purpose of analysing underrepresentation. The first group comprises six countries that have been underrepresented for at least two of the past five years by fewer than three staff members (i.e., occasionally underrepresented): Brunei Darussalam, Kuwait, Libyan Arab Jamahiriya, Oman, Qatar and Viet Nam. The second group comprises five countries that have been underrepresented for at least four of the past five years by more than three staff members (i.e., seriously underrepresented): Mexico, Norway, Republic of Korea, Saudi Arabia and Switzerland. The third group comprises one Member State, Japan, which continues to be very seriously underrepresented.

80. Table 9 indicates the evolution of the situation of underrepresentation between 2003 and 2007. One important element that needs to be taken into consideration in the analysis relates to the multiple changes in the desirable ranges of countries owing to adjustments in the scale of assessments and the varying number of Member States, etc. Of the six countries most seriously underrepresented, four have improved (reduced) their underrepresentation. Mexico went from a level of underrepresentation of 4 in 2003 to 1 in 2007, after high levels of underrepresentation in 2004 (14) and in 2005 (13). Norway went down from a level of underrepresentation of 5 in 2003 to 1 in 2007. Switzerland was underrepresented by 10 in 2003 and is within range in 2007. Japan went down from a level of 139 in 2003 to 133 in 2007, mainly as a result of changes in the scale of assessments. The level of underrepresentation of Saudi Arabia remained unchanged, at a level of 7 in 2003 and in 2007. The number of nationals from the Republic of Korea has increased by 7, from 24 in 2003 to 31 in 2007. Despite the increase in numbers, the level of underrepresentation of the Republic of Korea has increased from 5 in 2003 to 6 in 2007 owing to the change in its scale of assessment.

81. Representation status is affected by staff movements, specifically appointments and separations. In the period from 2003 to 2007 there were 7 appointments of staff from unrepresented Member States (an average of 1.4 per year) and 118 appointments from underrepresented Member States (an average of 23.6 per year). The 125 nationals recruited from unrepresented and underrepresented Member States between 2003 and 2007 represent 8.9 per cent of the total staff recruited on posts subject to geographical distribution. The proportion of nationals of underrepresented Member States relative to the total staff subject to the system of the desirable ranges has changed, from 8.9 per cent (15 staff) in 2003 to 11.8 per cent (31 staff) in 2007. A reduction in the number of unrepresented and underrepresented Member States will require a higher proportion of recruitments from those States. Within the next five years (2007-2011), 432 staff in the system of desirable ranges will retire (15.8 per cent of 2,730). This will create opportunities to improve the current geographical distribution of staff.

Table 9
Level of underrepresentation of Member States in the second and third groups[a]

	30/06/2003			30/06/2004			30/06/2005			30/06/2006			30/06/2007		
Country	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*	*Range*	*Number of staff*	*Level of under-represen-tation*
Mexico	19-29	15	4	30-41	16	14	32-43	19	13	33-44	27	6	39-53	38	1
Norway	10-20	5	5	11-21	8	3	12-21	9	3	12-22	10	2	14-24	13	1
Republic of Korea	29-39	24	5	26-38	27	1	29-40	31	N/A	30-41	29	1	37-50	31	6
Saudi Arabia	10-19	7	3	12-22	7	5	13-22	6	7	13-23	5	7	14-24	7	7
Switzerland	20-29	10	10	19-28	11	8	20-29	18	2	21-30	18	3	22-31	22	N/A
Japan	251-339	112	139	253-342	110	143	262-355	111	151	272-367	110	162	241-326	108	133

[a] See para. 79 of the present report.

III. Responses to requests of the General Assembly

A. Geographical representation at the senior and policymaking levels of the Secretariat

82. The General Assembly, in section X, paragraph 14, of its resolution 61/244, requested the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, and to include relevant information thereon in all future reports on the composition of the Secretariat.

83. The Secretary-General is committed to achieving gender and geographical balance in his team of senior officials. To that end, during the first six months of his tenure, he has ensured that a number of key positions have been filled by women while keeping in mind the need for equitable geographical representation of Member States, including those with inadequate representation at such senior levels. In addition, the Secretary-General has solicited nominations from Member States for several senior positions and will continue to do so.

84. To address both gender and geographical representation, the Executive Office of the Secretary-General is establishing appropriate contacts and elaborating procedures to increase the opportunity to identify suitably experienced candidates within the United Nations and is creating partnerships with a number of interested external and regional organizations to identify potential candidates for senior positions. The Executive Office is also implementing the Secretary-General's recommendations that women be included on all shortlists of candidates submitted to him for consideration, and that interview panels be both gender and geographically balanced to ensure proper consideration of all cases reviewed.

85. In view of the Secretary-General's immediate focus on senior appointments at the D-2 and above levels, Assistant Secretary-General and Under-Secretary-General positions, in addition to being communicated to Member States and other entities as appropriate, are now often advertised in the international media, which contributes to a broader pool of candidates for consideration in both geographical and gender terms. The Secretary-General has increased female representation in the senior appointments group which, at the Secretary-General's request, advises him on senior appointments at the Under-Secretary-General and Assistant Secretary-General levels. The Secretary-General has also established a field appointments panel to examine and make recommendations on field appointments at the senior levels. Members of the field appointments panel are also members of the senior appointments group. The Deputy Secretary-General participates in the interview panels. Specifically, concerted efforts are being made to identify a broader pool of qualified female candidates for appointment as special representatives/heads of mission and as deputy special representatives. At the D-2 level, the Secretary-General has further revised the membership of the senior review group, which advises him on appointments at the D-2 level, in a manner that better reflects geographical and gender balance among senior managers. The Special Adviser on Gender Issues and Advancement of Women is an ex officio member of the group.

B. Designation of posts in the radio and website management sections of the Department of Public Information

86. The General Assembly, in section X, paragraph 21, of its resolution 61/244, requested the Secretary-General to review the designation of posts in the radio and website management sections of the Department of Public Information to consider whether they should be treated as language posts and to report thereon to the General Assembly at its sixty-second session for its consideration, including on the possible human resources, administrative and financial implications.

87. As described in the previous report of the Secretary-General (A/61/257 and Corr.1, para. 106), language posts are defined as posts at the Professional level requiring special language skills in the conference-servicing area (interpreters, translators/précis-writers, editors, verbatim reporters, proofreaders/copy preparers, revisers and terminologists) who are recruited through competitive language examinations.

88. In response to the request of the General Assembly, a review was undertaken by the Department of Public Information and the Office of Human Resources Management to determine the nature of the posts in question. The first stage of the review indicated that, in the Professional category, the Department of Public Information currently has (a) 7 radio-related posts, including 3 in the Radio Section in New York and 4 in the Radio Services and Audio-visual Distribution Unit in Geneva, and (b) 16 posts in the Web Services Section in New York.

89. Classification specialists of the Office of Human Resources Management examined and reviewed the job descriptions for these posts against the criteria for language posts. After careful analysis, it was determined that the posts do not contain functions that would qualify them as posts that require special language skills and, as such, do not require reclassification as language posts. The result of this analysis and review has been communicated by the Office of Human Resources Management to the Department of Public Information.

IV. Implementation of human resources action plans

90. The General Assembly, in section II, paragraph 33, of its resolution 57/305, requested the Secretary-General to report annually on the progress made by departments in the implementation of their human resources action plans. The human resources action plan is a management tool that helps departments and offices to make informed decisions on human resources which correspond to the various mandates established by the General Assembly. These decisions should also allow departments to achieve the targets set in the action plans. Departmental performance is monitored, thus increasing transparency and enabling accountability. In line with the request of the General Assembly in resolution 59/266, the Secretary-General established the Management Performance Board, which is entrusted with, inter alia, monitoring the performance of senior managers in achieving the objectives outlined in the plans. This oversight is intended to increase awareness of the objectives of the human resources action plans and to improve performance.

91. The present report provides an analysis of the performance of 28 departments and offices of the Secretariat[7] during the fourth planning cycle, which commenced on 1 January 2005 and was completed on 31 December 2006.

92. In the fourth planning cycle, 50 measurable performance indicators and targets were included in action plans in such human resources management areas as vacancy management, geographical representation, female representation, staff mobility, rejuvenation of the Secretariat, performance appraisal, staff development, staff-management relations, employment of retirees and employment of consultants/contractors.

93. The average target achievement score for all participating departments and offices reached 64 per cent. In all, eight departments (28.6 per cent) achieved 70 to 80 per cent of their targets, four departments (14.3 per cent) achieved 60 to 70 per cent and five departments (17.9 per cent) achieved 50 to 60 per cent. The score of 80 per cent was exceeded by five departments, while one department showed a low performance below 30 per cent. In total, 22 departments (78.6 per cent) achieved more than 50 per cent of targets.

94. In comparison with the third planning cycle (2003-2004), more departments and offices in the fourth cycle have met planning targets for reducing the vacancy rate for all regular budgetary posts, increasing female selection rates, improving the mobility index and improving compliance with the performance appraisal system. However, fewer departments met the targets for decreasing vacancy rates for regular budgetary posts in the Professional and higher categories, decreasing vacancy rates for extrabudgetary posts and increasing female representation of staff in the Professional and higher categories. In the fourth cycle, the number of departments that have reached an overall satisfactory performance increased by 10.2 per cent. Comparisons of performance in regard to key human resources action plan targets during the second, third and fourth cycles are provided in table10.

[7] The departments and offices which participated in the fourth planning cycle were as follows: Counter-Terrorism Executive Directorate; Department of Disarmament Affairs; Department of Economic and Social Affairs; Department for General Assembly and Conference Management; Department of Management: Office of Central Support Services, Office of Human Resources Management, Office of Programme Planning, Budget and Accounts, Office of the Under-Secretary-General; Department of Political Affairs; Department of Public Information; Economic Commission for Africa; Economic Commission for Europe; Economic Commission for Latin America and the Caribbean; Economic and Social Commission for Asia and the Pacific; Economic and Social Commission for Western Asia; Office for the Coordination of Humanitarian Affairs; Office of the High Commissioner for Human Rights; Office of Internal Oversight Services; Office of Legal Affairs; United Nations Conference on Trade and Development; United Nations Environment Programme; United Nations Human Settlements Programme; United Nations Office on Drugs and Crime; United Nations Office at Geneva; United Nations Office at Nairobi; and United Nations Office at Vienna.

Table 10
Performance of departments and offices by key target during the second, third and fourth planning cycles

Target	*Percentage of departments that met the target or were within acceptable range*		
	Second cycle (2001-2002)	*Third cycle (2003-2004)*	*Fourth cycle (2005-2006)*
Vacancy management			
Management of vacancy rate for all regular budgetary posts	65.4	69.2	75.0
Management of vacancy rate for regular budgetary posts in the Professional and higher categories	34.6	50.0	57.1
Management of vacancy rate for all extrabudgetary posts	50.0	65.0	40.0
Management of vacancy rate for extrabudgetary posts in the Professional and higher categories	44.4	42.1	30.0
Geographical representation			
Recruitments from unrepresented and underrepresented Member States[a]			40.7
Female representation			
Increasing female representation of staff in the Professional and higher categories	61.5	46.2	42.9
Selection of women — all categories	88.5	84.6	92.9
Staff mobility			
Improvement of mobility index	69.2	88.5	92.9
Performance appraisal			
Compliance with performance appraisal system	80.8	50.0	82.1

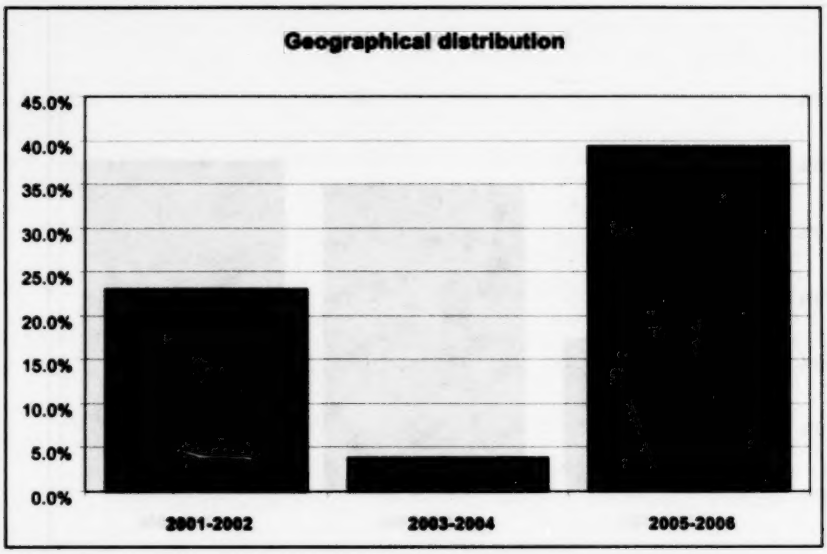
[a] In the second and third cycles, different indicators were used to measure geographical representation and, accordingly, there are no data available for comparison.

95. The Management Performance Board reviewed the progress made by departments and offices towards reaching their human resources action plan targets since the first year of the planning cycles. Information on departmental performance was presented to the Board in the form of individual scorecards, in which performance was evaluated at three levels: (a) met; (b) satisfactory (below target but above the Secretariat average for the relevant target in the previous cycle); and (c) not met. The Chairman of the Board brought to the attention of the heads of departments and offices the areas in which more effort was required, while stressing their accountability. Coupled with the continued institutionalization of the human resources action plan system, this has resulted in fostering positive performance trends.

96. For example, in the management area of geographical representation, overall performance of departments and offices showed a near twofold improvement from the second cycle to the third cycle (11 departments and offices reached all targets in this management area in the fourth cycle, compared to 6 in the second cycle and 1 in the third). In total, 40.7 per cent of the departments were on target with at least 25 per cent of their recruits from unrepresented and underrepresented countries.

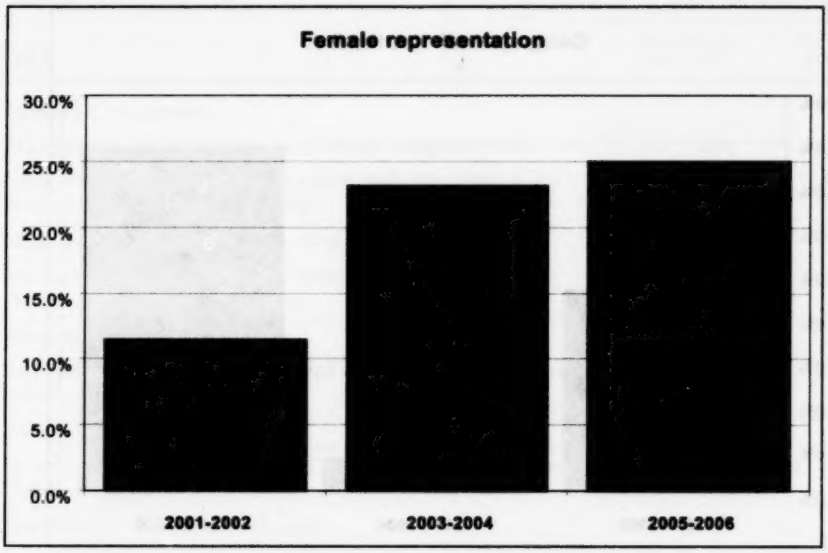
Figure XIX

Percentage of departments whose overall performance in achieving human resources action plan targets in the area of geographical distribution improved between 2001 and 2006



97. Performance in the area of female representation continued to improve. Seven departments and offices have reached all targets in the management area of female representation, compared to six in the third cycle and three in the second. There has been particular improvement as regards the indicator of female selections in all categories. Over 85 per cent of departments achieved a selection rate of 50 per cent or more.

Figure XX
Percentage of departments whose overall performance in achieving human resources action plan targets in the area of female representation improved between 2001 and 2006



98. The Secretariat has commenced the fifth human resources action plan cycle (2007-2008). Indicators and targets have been further improved and focused, based on the recommendations of the General Assembly in resolution 61/244 and the experience gained in previous cycles. These indicators and targets have been harmonized with those included in the compacts of the Secretary-General with heads of departments and offices and in the Executive direction and management annex of the programme budget fascicles for the biennium 2008-2009. This is aimed at further enhancing the accountability of senior managers in regard to achieving the objectives contained in the human resources action plans. Twenty-nine departments are participating in the new planning cycle. As requested by the General Assembly in resolution 61/244, departmental human resources action plans will be posted on the United Nations website.

99. In 2007, the Department of Peacekeeping Operations, in cooperation with the Office of Human Resources Management, is introducing a pilot project of specialized human resources action plans for a number of peacekeeping operations. This will enhance the number of staff in the Secretariat who are included in the system, thus increasing the effect of human resources action planning on the overall composition of the Secretariat.

V. Conclusions

100. The present report on the composition of the Secretariat provides for the first time data on the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda and provides information on all staff

with contracts as at 30 June 2007, irrespective of source of funding, type of appointment, duration of contract, level or duty station.

101. **The Secretary-General invites the General Assembly to take note of the present report.**

Annex I

System of desirable ranges

Method of calculation of the midpoint and ranges

1. Three factors are used to calculate the midpoint of the desirable range: the membership factor, the contribution factor and the population factor.

2. The membership factor is defined by the number of Member States and is the same for each Member State. It accounts for 40 per cent of the base figure and is equal to 6.1 posts for each Member State, which is the total number of posts for this factor (40 per cent of 3,000 = 1,200 posts), divided by the number of Member States (192).

3. The contribution factor is based on the most recent scale of assessments agreed by the General Assembly; the number of allotted posts for each Member State varies proportionally. The contribution factor, different for each Member State, represents the total number of posts for the factor (55 per cent of 3,000 = 1,650 posts) divided by 100 and multiplied by the Member State's most recent assessment percentage.

4. The population factor is based on the proportion of each Member State's population as compared with the global population of all Member States. The figures are based on United Nations statistics (population and vital statistics report) for each country. This factor is equal to the total number of posts for the population factor (5 per cent of 3,000 = 150 posts) divided by total population of all Member States and multiplied by the population of the relevant Member State.

5. Once the three factors have been calculated, the midpoint of the range is derived by adding the individual Member State's share of the membership factor, the contribution factor and the population factor. The upper and lower limits of each range are determined by adding or subtracting 15 per cent from the midpoint of the range. The General Assembly, in its resolution 42/220 A, specified that this adjustment has a minimum of 4.8 posts and an upper limit of not less than 14 posts.

Calculation of the weighted ranges

6. Table A.8 of annex II provides data pertinent to the application of the system of desirable ranges for the geographical distribution of staff. It also shows the weighted distribution of staff and the weighted staff position for each Member State, in points.

7. As indicated in table A.11 of annex II, the percentage of total staff in each grade (column 2) is applied to the base figure of 3,000 (column 3). The resulting figure is weighted by the gross salary per annum in United States dollars divided by 1,000 (column 4) to produce a weighted base figure (column 5). As at 30 June 2007, the weighted average value of each post was 87.41 points (262,216/3,000). Accordingly, the weighted membership factor was 104,486 points (40 per cent of 262,216), the weighted population factor was 13,111 points (5 per cent) and the weighted contribution factor was 144,219 points (55 per cent). These figures represent the global numbers; for each Member State a separate calculation based on the same factors results in a weighted base figure. The weighted midpoint shown in

table A.8 represents the sum of the weighted membership, population and contribution factors, and the weighted range is calculated as 15 per cent upward and downward (but not less than 420 points up and down (4.8 x 87.41), with the upper limit being not less than 1,224 points (14 x 87.41)). The weighted staff position for each Member State comprises the total number of staff of that country by grade, multiplied by the gross annual salary by grade.

Annex II

Comprehensive statistical tables

Table A.1
Staff under contract with the United Nations Secretariat by nationality, category and gender as at 30 June 2007

A. All staff
(Population: 36,579 staff)

	Professional and higher categories				Experts				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Afghanistan	0	6	6	0.00	0	3	3	0.00	54	915	969	5.57	54	924	978	5.52	2.67
Albania	11	11	22	50.00	0	1	1	0.00	13	12	25	52.00	24	24	48	50.00	0.13
Algeria	9	20	29	31.03	0	1	1	0.00	13	24	37	35.14	22	45	67	32.84	0.18
Andorra	0	2	2	0.00	0	0	0	0.00	0	0	0	0.00	0	2	2	0.00	0.01
Angola	0	0	0	0.00	0	0	0	0.00	1	12	13	7.69	1	12	13	7.69	0.04
Antigua and Barbuda	1	0	1	100.00	0	1	1	0.00	4	2	6	66.67	5	3	8	62.50	0.02
Argentina	49	59	108	45.37	4	12	16	25.00	31	31	62	50.00	84	102	186	45.16	0.51
Armenia	2	6	8	25.00	0	0	0	0.00	3	4	7	42.86	5	10	15	33.33	0.04
Australia	79	118	197	40.10	3	13	16	18.75	48	49	97	49.48	130	180	310	41.94	0.85
Austria	35	49	84	41.67	4	13	17	23.53	124	134	258	48.06	163	196	359	45.40	0.98
Azerbaijan	3	4	7	42.86	0	1	1	0.00	2	1	3	66.67	5	6	11	45.45	0.03
Bahamas	8	2	10	80.00	0	0	0	0.00	2	0	2	100.00	10	2	12	83.33	0.03
Bahrain	1	3	4	25.00	0	0	0	0.00	4	3	7	57.14	5	6	11	45.45	0.03
Bangladesh	3	49	52	5.77	4	4	8	50.00	3	23	26	11.54	10	76	86	11.63	0.24
Barbados	3	2	5	60.00	1	0	1	100.00	9	36	45	20.00	13	38	51	25.49	0.14
Belarus	2	16	18	11.11	1	0	1	100.00	5	2	7	71.43	8	18	26	30.77	0.07
Belgium	59	79	138	42.75	8	25	33	24.24	25	23	48	52.08	92	127	219	42.01	0.60
Belize	1	3	4	25.00	0	0	0	0.00	3	1	4	75.00	4	4	8	50.00	0.02
Benin	6	32	38	15.79	0	3	3	0.00	8	14	22	36.36	14	49	63	22.22	0.17
Bhutan	1	7	8	12.50	1	0	1	100.00	9	4	13	69.23	11	11	22	50.00	0.06
Bolivia	6	6	12	50.00	1	4	5	20.00	12	7	19	63.16	19	17	36	52.78	0.10
Bosnia and Herzegovina	13	18	31	41.94	1	0	1	100.00	63	72	135	46.67	77	90	167	46.11	0.46
Botswana	5	3	8	62.50	0	0	0	0.00	1	1	2	50.00	6	4	10	60.00	0.03

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Brazil	31	44	75	41.33	6	7	13	46.15	26	18	44	59.09	63	69	132	47.73	0.36
Brunei Darussalam	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Bulgaria	19	32	51	37.25	1	2	3	33.33	4	9	13	30.77	24	43	67	35.82	0.18
Burkina Faso	8	23	31	25.81	0	2	2	0.00	5	10	15	33.33	13	35	48	27.08	0.13
Burundi	8	12	20	40.00	0	2	2	0.00	97	191	288	33.68	105	205	310	33.87	0.85
Cambodia	1	3	4	25.00	0	5	5	0.00	5	6	11	45.45	6	14	20	30.00	0.05
Cameroon	27	87	114	23.68	2	6	8	25.00	47	28	75	62.67	76	121	197	38.58	0.54
Canada	125	256	381	32.81	13	29	42	30.95	129	101	230	56.09	267	386	653	40.89	1.79
Cape Verde	1	6	7	14.29	0	0	0	0.00	1	1	2	50.00	2	7	9	22.22	0.02
Central African Republic	0	5	5	0.00	0	0	0	0.00	19	48	67	28.36	19	53	72	26.39	0.20
Chad	0	5	5	0.00	1	0	1	100.00	2	2	4	50.00	3	7	10	30.00	0.03
Chile	24	30	54	44.44	4	16	20	20.00	154	130	284	54.23	182	176	358	50.84	0.98
China	107	155	262	40.84	2	3	5	40.00	65	51	116	56.03	174	209	383	45.43	1.05
Colombia	32	18	50	64.00	4	3	7	57.14	36	34	70	51.43	72	55	127	56.69	0.35
Comoros	0	2	2	0.00	0	0	0	0.00	0	1	1	0.00	0	3	3	0.00	0.01
Congo	7	10	17	41.18	0	0	0	0.00	7	6	13	53.85	14	16	30	46.67	0.08
Costa Rica	5	8	13	38.46	1	1	2	50.00	2	2	4	50.00	8	11	19	42.11	0.05
Côte d'Ivoire	9	43	52	17.31	0	1	1	0.00	135	431	566	23.85	144	475	619	23.26	1.69
Croatia	32	23	55	58.18	0	1	1	0.00	80	66	146	54.79	112	90	202	55.45	0.55
Cuba	9	10	19	47.37	0	0	0	0.00	5	5	10	50.00	14	15	29	48.28	0.08
Cyprus	3	3	6	50.00	0	0	0	0.00	31	48	79	39.24	34	51	85	40.00	0.23
Czech Republic	8	12	20	40.00	0	0	0	0.00	12	14	26	46.15	20	26	46	43.48	0.13
Democratic People's Republic of Korea	1	1	2	50.00	0	0	0	0.00	0	0	0	0.00	1	1	2	50.00	0.01
Democratic Republic of the Congo	8	18	26	30.77	0	7	7	0.00	288	1 716	2 004	14.37	296	1 741	2 037	14.53	5.57
Denmark	17	49	66	25.76	13	16	29	44.83	9	22	31	29.03	39	87	126	30.95	0.34
Djibouti	1	5	6	16.67	0	0	0	0.00	0	1	1	0.00	1	6	7	14.29	0.02
Dominica	0	3	3	0.00	0	0	0	0.00	0	5	5	0.00	0	8	8	0.00	0.02
Dominican Republic	2	5	7	28.57	0	0	0	0.00	10	6	16	62.50	12	11	23	52.17	0.06

	Professional and higher categories				Experts				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Ecuador	9	8	17	52.94	0	4	4	0.00	13	9	22	59.09	22	21	43	51.16	0.12
Egypt	55	92	147	37.41	2	9	11	18.18	25	53	78	32.05	82	154	236	34.75	0.65
El Salvador	7	6	13	53.85	0	0	0	0.00	12	5	17	70.59	19	11	30	63.33	0.08
Equatorial Guinea	1	3	4	25.00	0	0	0	0.00	0	0	0	0.00	1	3	4	25.00	0.01
Eritrea	3	7	10	30.00	0	0	0	0.00	87	120	207	42.03	90	127	217	41.47	0.59
Estonia	2	4	6	33.33	0	0	0	0.00	0	2	2	0.00	2	6	8	25.00	0.02
Ethiopia	18	50	68	26.47	3	9	12	25.00	301	354	655	45.95	322	413	735	43.81	2.01
Fiji	8	13	21	38.10	0	0	0	0.00	10	100	110	9.09	18	113	131	13.74	0.36
Finland	21	23	44	47.73	13	3	16	81.25	11	39	50	22.00	45	65	110	40.91	0.30
France	335	275	610	54.92	45	52	97	46.39	411	345	756	54.37	791	672	1 463	54.07	4.00
Gabon	2	3	5	40.00	0	2	2	0.00	1	0	1	100.00	3	5	8	37.50	0.02
Gambia	7	24	31	22.58	0	0	0	0.00	6	8	14	42.86	13	32	45	28.89	0.12
Georgia	1	4	5	20.00	0	1	1	0.00	31	80	111	27.93	32	85	117	27.35	0.32
Germany	159	173	332	47.89	35	32	67	52.24	46	26	72	63.89	240	231	471	50.96	1.29
Ghana	17	87	104	16.35	0	7	7	0.00	52	101	153	33.99	69	195	264	26.14	0.72
Greece	16	20	36	44.44	0	1	1	0.00	17	12	29	58.62	33	33	66	50.00	0.18
Grenada	0	3	3	0.00	0	0	0	0.00	3	2	5	60.00	3	5	8	37.50	0.02
Guatemala	2	6	8	25.00	0	1	1	0.00	18	24	42	42.86	20	31	51	39.22	0.14
Guinea	0	13	13	0.00	0	4	4	0.00	3	7	10	30.00	3	24	27	11.11	0.07
Guinea-Bissau	3	4	7	42.86	0	0	0	0.00	3	11	14	21.43	6	15	21	28.57	0.06
Guyana	16	9	25	64.00	0	0	0	0.00	29	22	51	56.86	45	31	76	59.21	0.21
Haiti	5	6	11	45.45	0	0	0	0.00	241	763	1 004	24.00	246	769	1 015	24.24	2.77
Honduras	2	9	11	18.18	0	0	0	0.00	11	13	24	45.83	13	22	35	37.14	0.10
Hungary	8	15	23	34.78	1	1	2	50.00	6	5	11	54.55	15	21	36	41.67	0.10
Iceland	1	5	6	16.67	0	0	0	0.00	1	9	10	10.00	2	14	16	12.50	0.04
India	45	146	191	23.56	7	18	25	28.00	80	227	307	26.06	132	391	523	25.24	1.43
Indonesia	10	12	22	45.45	1	1	2	50.00	20	20	40	50.00	31	33	64	48.44	0.17
Iran (Islamic Republic of)	10	10	20	50.00	2	5	7	28.57	10	10	20	50.00	22	25	47	46.81	0.13
Iraq	5	11	16	31.25	0	3	3	0.00	62	193	255	24.31	67	207	274	24.45	0.75
Ireland	24	51	75	32.00	2	2	4	50.00	40	52	92	43.48	66	105	171	38.60	0.47
Israel	8	16	24	33.33	0	0	0	0.00	19	24	43	44.19	27	40	67	40.30	0.18
Italy	118	137	255	46.27	45	41	86	52.33	86	148	234	36.75	249	326	575	43.30	1.57

Country of nationality	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Jamaica	16	11	27	59.26	1	1	2	50.00	63	63	126	50.00	80	75	155	51.61	0.42
Japan	92	62	154	59.74	14	12	26	53.85	33	10	43	76.74	139	84	223	62.33	0.61
Jordan	17	34	51	33.33	1	3	4	25.00	48	142	190	25.26	66	179	245	26.94	0.67
Kazakhstan	8	7	15	53.33	1	1	2	50.00	1	1	2	50.00	10	9	19	52.63	0.05
Kenya	85	82	167	50.90	8	16	24	33.33	593	495	1 088	54.50	686	593	1 279	53.64	3.50
Kuwait	0	1	1	0.00	0	0	0	0.00	0	2	2	0.00	0	3	3	0.00	0.01
Kyrgyzstan	2	6	8	25.00	0	1	1	0.00	0	2	2	0.00	2	9	11	18.18	0.03
Lao People's Democratic Republic	0	2	2	0.00	0	0	0	0.00	1	0	1	100.00	1	2	3	33.33	0.01
Latvia	1	3	4	25.00	2	0	2	100.00	1	3	4	25.00	4	6	10	40.00	0.03
Lebanon	38	28	66	57.58	0	3	3	0.00	215	566	781	27.53	253	597	850	29.76	2.32
Lesotho	3	1	4	75.00	0	0	0	0.00	1	0	1	100.00	4	1	5	80.00	0.01
Liberia	4	9	13	30.77	1	3	4	25.00	192	774	966	19.88	197	786	983	20.04	2.69
Libyan Arab Jamahiriya	0	3	3	0.00	0	0	0	0.00	1	1	2	50.00	1	4	5	20.00	0.01
Lithuania	2	2	4	50.00	0	0	0	0.00	1	2	3	33.33	3	4	7	42.86	0.02
Luxembourg	1	4	5	20.00	2	3	5	40.00	0	1	1	0.00	3	8	11	27.27	0.03
Madagascar	5	9	14	35.71	1	0	1	100.00	11	5	16	68.75	17	14	31	54.84	0.08
Malawi	1	8	9	11.11	0	1	1	0.00	3	3	6	50.00	4	12	16	25.00	0.04
Malaysia	22	21	43	51.16	3	4	7	42.86	9	17	26	34.62	34	42	76	44.74	0.21
Maldives	1	1	2	50.00	0	0	0	0.00	0	1	1	0.00	1	2	3	33.33	0.01
Mali	9	28	37	24.32	0	5	5	0.00	11	4	15	73.33	20	37	57	35.09	0.16
Malta	4	6	10	40.00	0	0	0	0.00	3	0	3	100.00	7	6	13	53.85	0.04
Mauritania	0	24	24	0.00	0	0	0	0.00	1	1	2	50.00	1	25	26	3.85	0.07
Mauritius	5	7	12	41.67	0	2	2	0.00	6	7	13	46.15	11	16	27	40.74	0.07
Mexico	31	38	69	44.93	2	4	6	33.33	60	23	83	72.29	93	65	158	58.86	0.43
Micronesia (Federated States of)	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Mongolia	5	7	12	41.67	3	0	3	100.00	6	1	7	85.71	14	8	22	63.64	0.06
Morocco	19	39	58	32.76	3	1	4	75.00	62	158	220	28.18	84	198	282	29.79	0.77
Mozambique	0	5	5	0.00	0	0	0	0.00	5	0	5	100.00	5	5	10	50.00	0.03
Myanmar	6	7	13	46.15	0	1	1	0.00	36	45	81	44.44	42	53	95	44.21	0.26
Namibia	2	3	5	40.00	0	0	0	0.00	3	2	5	60.00	5	5	10	50.00	0.03

	Professional and higher categories				Experts				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Nauru	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Nepal	4	53	57	7.02	1	3	4	25.00	16	76	92	17.39	21	132	153	13.73	0.42
Netherlands	49	83	132	37.12	10	26	36	27.78	79	141	220	35.91	138	250	388	35.57	1.06
New Zealand	23	43	66	34.85	0	9	9	0.00	11	36	47	23.40	34	88	122	27.87	0.33
Nicaragua	4	4	8	50.00	0	0	0	0.00	2	0	2	100.00	6	4	10	60.00	0.03
Niger	5	19	24	20.83	0	0	0	0.00	14	16	30	46.67	19	35	54	35.19	0.15
Nigeria	33	83	116	28.45	2	7	9	22.22	26	61	87	29.89	61	151	212	28.77	0.58
Norway	20	36	56	35.71	11	7	18	61.11	8	33	41	19.51	39	76	115	33.91	0.31
Oman	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Pakistan	18	66	84	21.43	1	9	10	10.00	10	117	127	7.87	29	192	221	13.12	0.60
Palau	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Panama	7	6	13	53.85	0	0	0	0.00	6	6	12	50.00	13	12	25	52.00	0.07
Papua New Guinea	0	3	3	0.00	0	0	0	0.00	0	1	1	0.00	0	4	4	0.00	0.01
Paraguay	5	3	8	62.50	0	1	1	0.00	2	3	5	40.00	7	7	14	50.00	0.04
Peru	16	25	41	39.02	1	4	5	20.00	80	64	144	55.56	97	93	190	51.05	0.52
Philippines	57	45	102	55.88	5	6	11	45.45	381	265	646	58.98	443	316	759	58.37	2.07
Poland	12	34	46	26.09	1	2	3	33.33	8	9	17	47.06	21	45	66	31.82	0.18
Portugal	19	21	40	47.50	4	1	5	80.00	17	25	42	40.48	40	47	87	45.98	0.24
Qatar	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Republic of Korea	17	31	48	35.42	2	6	8	25.00	5	5	10	50.00	24	42	66	36.36	0.18
Republic of Moldova	0	3	3	0.00	1	1	2	50.00	0	0	0	0.00	1	4	5	20.00	0.01
Republic of Montenegro	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Republic of Serbia	25	26	51	49.02	0	1	1	0.00	605	1 534	2 139	28.30	630	1 561	2 191	28.77	5.99
Romania	15	21	36	41.67	0	3	3	0.00	17	57	74	22.97	32	81	113	28.32	0.31
Russian Federation	38	306	344	11.05	3	4	7	42.86	180	86	266	67.67	221	396	617	35.82	1.69
Rwanda	12	43	55	21.82	1	2	3	33.33	44	101	145	30.34	57	146	203	28.08	0.55
Saint Kitts and Nevis	5	2	7	71.43	0	0	0	0.00	0	0	0	0.00	5	2	7	71.43	0.02
Saint Lucia	1	3	4	25.00	0	0	0	0.00	4	1	5	80.00	5	4	9	55.56	0.02
Saint Vincent and the Grenadines	2	3	5	40.00	0	1	1	0.00	1	5	6	16.67	3	9	12	25.00	0.03

	Professional and higher categories				Experts				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Samoa	0	0	0	0.00	0	0	0	0.00	0	6	6	0.00	0	6	6	0.00	0.02
San Marino	2	0	2	100.00	0	0	0	0.00	0	0	0	0.00	2	0	2	100.00	0.01
Sao Tome and Principe	0	2	2	0.00	0	0	0	0.00	1	0	1	100.00	1	2	3	33.33	0.01
Saudi Arabia	5	2	7	71.43	0	0	0	0.00	0	0	0	0.00	5	2	7	71.43	0.02
Senegal	21	71	92	22.83	1	9	10	10.00	21	46	67	31.34	43	126	169	25.44	0.46
Seychelles	2	5	7	28.57	0	0	0	0.00	4	0	4	100.00	6	5	11	54.55	0.03
Sierra Leone	11	22	33	33.33	3	5	8	37.50	85	226	311	27.33	99	253	352	28.13	0.96
Singapore	12	12	24	50.00	0	0	0	0.00	4	3	7	57.14	16	15	31	51.61	0.08
Slovakia	3	9	12	25.00	0	0	0	0.00	5	10	15	33.33	8	19	27	29.63	0.07
Slovenia	5	4	9	55.56	0	1	1	0.00	1	3	4	25.00	6	8	14	42.86	0.04
Solomon Islands	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Somalia	4	12	16	25.00	0	4	4	0.00	2	18	20	10.00	6	34	40	15.00	0.11
South Africa	23	43	66	34.85	5	7	12	41.67	20	40	60	33.33	48	90	138	34.78	0.38
Spain	116	119	235	49.36	13	8	21	61.90	61	42	103	59.22	190	169	359	52.92	0.98
Sri Lanka	7	22	29	24.14	3	5	8	37.50	25	56	81	30.86	35	83	118	29.66	0.32
Sudan	6	31	37	16.22	1	6	7	14.29	381	2 171	2 552	14.93	388	2 208	2 596	14.95	7.10
Suriname	2	2	4	50.00	0	0	0	0.00	1	0	1	100.00	3	2	5	60.00	0.01
Swaziland	2	1	3	66.67	0	0	0	0.00	0	0	0	0.00	2	1	3	66.67	0.01
Sweden	53	39	92	57.61	17	14	31	54.84	18	40	58	31.03	88	93	181	48.62	0.49
Switzerland	70	38	108	64.81	9	13	22	40.91	67	65	132	50.76	146	116	262	55.73	0.72
Syrian Arab Republic	19	18	37	51.35	1	1	2	50.00	35	85	120	29.17	55	104	159	34.59	0.43
Tajikistan	2	2	4	50.00	0	1	1	0.00	17	39	56	30.36	19	42	61	31.15	0.17
Thailand	13	13	26	50.00	2	2	4	50.00	221	170	391	56.52	236	185	421	56.06	1.15
The former Yugoslav Republic of Macedonia	2	6	8	25.00	0	0	0	0.00	17	27	44	38.64	19	33	52	36.54	0.14
Timor-Leste	0	0	0	0.00	0	0	0	0.00	160	780	940	17.02	160	780	940	17.02	2.57
Togo	3	32	35	8.57	0	0	0	0.00	9	10	19	47.37	12	42	54	22.22	0.15
Tonga	1	0	1	100.00	0	0	0	0.00	0	0	0	0.00	1	0	1	100.00	0.00
Trinidad and Tobago	20	12	32	62.50	1	1	2	50.00	62	87	149	41.61	83	100	183	45.36	0.50
Tunisia	14	43	57	24.56	4	4	8	50.00	13	30	43	30.23	31	77	108	28.70	0.30

	Professional and higher categories				Experts				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	% female	Country (percentage)
Turkey	12	16	28	42.86	0	2	2	0.00	8	21	29	27.59	20	39	59	33.90	0.16
Turkmenistan	1	0	1	100.00	1	0	1	100.00	0	1	1	0.00	2	1	3	66.67	0.01
Tuvalu	0	1	1	0.00	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0.00
Uganda	25	56	81	30.86	5	4	9	55.56	54	81	135	40.00	84	141	225	37.33	0.62
Ukraine	7	54	61	11.48	1	1	2	50.00	18	22	40	45.00	26	77	103	25.24	0.28
United Kingdom of Great Britain and Northern Ireland	196	297	493	39.76	18	40	58	31.03	210	156	366	57.38	424	493	917	46.24	2.51
United Republic of Tanzania	19	36	55	34.55	1	2	3	33.33	144	305	449	32.07	164	343	507	32.35	1.39
United States of America	528	525	1053	50.14	24	37	61	39.34	663	631	1 294	51.24	1 215	1 193	2 408	50.46	6.58
Uruguay	20	30	50	40.00	1	1	2	50.00	19	31	50	38.00	40	62	102	39.22	0.28
Uzbekistan	5	8	13	38.46	0	1	1	0.00	2	3	5	40.00	7	12	19	36.84	0.05
Venezuela	9	17	26	34.62	1	2	3	33.33	8	5	13	61.54	18	24	42	42.86	0.11
Viet Nam	2	5	7	28.57	0	1	1	0.00	1	0	1	100.00	3	6	9	33.33	0.02
Yemen	1	4	5	20.00	0	1	1	0.00	0	5	5	0.00	1	10	11	9.09	0.03
Zambia	10	18	28	35.71	2	0	2	100.00	20	21	41	48.78	32	39	71	45.07	0.19
Zimbabwe	16	31	47	34.04	0	4	4	0.00	20	25	45	44.44	36	60	96	37.50	0.26
Subtotal	**3 735**	**5 691**	**9 426**	**39.62**	**430**	**709**	**1 139**	**37.75**	**8 540**	**17 338**	**25 878**	**33.00**	**12 705**	**23 738**	**36 443**	**34.86**	**99.63**
Others																	
Palestine	1	9	10	10.00	0	0	0	0.00	18	71	89	20.22	19	80	99	19.19	0.27
Stateless	2	6	8	25.00	0	0	0	0.00	7	22	29	24.14	9	28	37	24.32	0.10
Subtotal	**3**	**15**	**18**	**16.67**	**0**	**0**	**0**	**0.00**	**25**	**93**	**118**	**21.19**	**28**	**108**	**136**	**20.59**	**0.37**
Total	**3 738**	**5 706**	**9 444**	**39.58**	**430**	**709**	**1 139**	**37.75**	**8 565**	**17 431**	**25 996**	**32.95**	**12 733**	**23 846**	**36 579**	**34.81**	**100.00**

B. Staff appointed under the 100 series of the Staff Rules
(Population: 12,019)

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Afghanistan	0	4	4	0.00	1	1	2	50.00	1	5	6	16.67	0.05
Albania	7	1	8	87.50	0	1	1	0.00	7	2	9	77.78	0.07
Algeria	6	11	17	35.29	9	19	28	32.14	15	30	45	33.33	0.37
Andorra	0	2	2	0.00	0	0	0	0.00	0	2	2	0.00	0.02
Angola	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Antigua and Barbuda	1	0	1	100.00	3	0	3	100.00	4	0	4	100.00	0.03
Argentina	33	32	65	50.77	22	18	40	55.00	55	50	105	52.38	0.87
Armenia	0	5	5	0.00	1	0	1	100.00	1	5	6	16.67	0.05
Australia	39	54	93	41.94	14	3	17	82.35	53	57	110	48.18	0.92
Austria	18	28	46	39.13	105	89	194	54.12	123	117	240	51.25	2.00
Azerbaijan	3	3	6	50.00	0	0	0	0.00	3	3	6	50.00	0.05
Bahamas	8	2	10	80.00	2	0	2	100.00	10	2	12	83.33	0.10
Bahrain	1	3	4	25.00	4	2	6	66.67	5	5	10	50.00	0.08
Bangladesh	1	17	18	5.56	1	8	9	11.11	2	25	27	7.41	0.22
Barbados	3	2	5	60.00	9	11	20	45.00	12	13	25	48.00	0.21
Belarus	1	13	14	7.14	5	1	6	83.33	6	14	20	30.00	0.17
Belgium	24	38	62	38.71	19	4	23	82.61	43	42	85	50.59	0.71
Belize	1	3	4	25.00	3	1	4	75.00	4	4	8	50.00	0.07
Benin	0	10	10	0.00	1	0	1	100.00	1	10	11	9.09	0.09
Bhutan	0	5	5	0.00	2	0	2	100.00	2	5	7	28.57	0.06
Bolivia	4	5	9	44.44	11	3	14	78.57	15	8	23	65.22	0.19
Bosnia and Herzegovina	3	4	7	42.86	6	13	19	31.58	9	17	26	34.62	0.22
Botswana	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Brazil	22	31	53	41.51	16	12	28	57.14	38	43	81	46.91	0.67
Brunei Darussalam	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Bulgaria	8	17	25	32.00	1	1	2	50.00	9	18	27	33.33	0.22

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Burkina Faso	4	7	11	36.36	2	3	5	40.00	6	10	16	37.50	0.13
Burundi	3	6	9	33.33	3	2	5	60.00	6	8	14	42.86	0.12
Cambodia	1	0	1	100.00	1	2	3	33.33	2	2	4	50.00	0.03
Cameroon	6	19	25	24.00	13	10	23	56.52	19	29	48	39.58	0.40
Canada	52	97	149	34.90	86	25	111	77.48	138	122	260	53.08	2.16
Cape Verde	0	4	4	0.00	0	0	0	0.00	0	4	4	0.00	0.03
Central African Republic	0	3	3	0.00	0	2	2	0.00	0	5	5	0.00	0.04
Chad	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Chile	5	18	23	21.74	125	101	226	55.31	130	119	249	52.21	2.07
China	87	132	219	39.73	48	41	89	53.93	135	173	308	43.83	2.56
Colombia	15	10	25	60.00	28	22	50	56.00	43	32	75	57.33	0.62
Comoros	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Congo	1	2	3	33.33	3	3	6	50.00	4	5	9	44.44	0.07
Costa Rica	4	6	10	40.00	2	2	4	50.00	6	8	14	42.86	0.12
Côte d'Ivoire	1	18	19	5.26	1	5	6	16.67	2	23	25	8.00	0.21
Croatia	5	6	11	45.45	10	5	15	66.67	15	11	26	57.69	0.22
Cuba	6	8	14	42.86	4	4	8	50.00	10	12	22	45.45	0.18
Cyprus	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	0.02
Czech Republic	6	7	13	46.15	6	7	13	46.15	12	14	26	46.15	0.22
Democratic People's Republic of Korea	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Democratic Republic of the Congo	2	7	9	22.22	3	6	9	33.33	5	13	18	27.78	0.15
Denmark	10	25	35	28.57	5	3	8	62.50	15	28	43	34.88	0.36
Djibouti	1	5	6	16.67	0	0	0	0.00	1	5	6	16.67	0.05
Dominica	0	3	3	0.00	0	5	5	0.00	0	8	8	0.00	0.07
Dominican Republic	1	3	4	25.00	9	2	11	81.82	10	5	15	66.67	0.12
Ecuador	5	5	10	50.00	10	5	15	66.67	15	10	25	60.00	0.21
Egypt	21	45	66	31.82	14	31	45	31.11	35	76	111	31.53	0.92
El Salvador	5	4	9	55.56	8	0	8	100.00	13	4	17	76.47	0.14

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Equatorial Guinea	1	2	3	33.33	0	0	0	0.00	1	2	3	33.33	0.02
Eritrea	2	5	7	28.57	6	7	13	46.15	8	12	20	40.00	0.17
Estonia	2	3	5	40.00	0	0	0	0.00	2	3	5	40.00	0.04
Ethiopia	13	19	32	40.63	219	268	487	44.97	232	287	519	44.70	4.32
Fiji	7	6	13	53.85	5	4	9	55.56	12	10	22	54.55	0.18
Finland	13	17	30	43.33	3	1	4	75.00	16	18	34	47.06	0.28
France	162	141	303	53.47	308	265	573	53.75	470	406	876	53.65	7.29
Gabon	1	2	3	33.33	1	0	1	100.00	2	2	4	50.00	0.03
Gambia	2	6	8	25.00	2	0	2	100.00	4	6	10	40.00	0.08
Georgia	0	4	4	0.00	0	0	0	0.00	0	4	4	0.00	0.03
Germany	93	125	218	42.66	33	13	46	71.74	126	138	264	47.73	2.20
Ghana	7	20	27	25.93	23	14	37	62.16	30	34	64	46.88	0.53
Greece	11	14	25	44.00	12	6	18	66.67	23	20	43	53.49	0.36
Grenada	0	2	2	0.00	3	1	4	75.00	3	3	6	50.00	0.05
Guatemala	1	2	3	33.33	5	2	7	71.43	6	4	10	60.00	0.08
Guinea	0	4	4	0.00	0	3	3	0.00	0	7	7	0.00	0.06
Guinea-Bissau	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Guyana	13	5	18	72.22	25	17	42	59.52	38	22	60	63.33	0.50
Haiti	5	2	7	71.43	40	9	49	81.63	45	11	56	80.36	0.47
Honduras	1	2	3	33.33	4	0	4	100.00	5	2	7	71.43	0.06
Hungary	5	9	14	35.71	2	3	5	40.00	7	12	19	36.84	0.16
Iceland	1	4	5	20.00	0	1	1	0.00	1	5	6	16.67	0.05
India	26	66	92	28.26	54	85	139	38.85	80	151	231	34.63	1.92
Indonesia	9	10	19	47.37	14	10	24	58.33	23	20	43	53.49	0.36
Iran (Islamic Republic of)	10	7	17	58.82	7	1	8	87.50	17	8	25	68.00	0.21
Iraq	3	1	4	75.00	7	5	12	58.33	10	6	16	62.50	0.13
Ireland	9	22	31	29.03	23	6	29	79.31	32	28	60	53.33	0.50
Israel	4	12	16	25.00	6	10	16	37.50	10	22	32	31.25	0.27

Country of nationality	Professional and higher categories				General Service and related categories				Total				
	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Italy	73	81	154	47.40	23	28	51	45.10	96	109	205	46.83	1.71
Jamaica	13	6	19	68.42	47	26	73	64.38	60	32	92	65.22	0.77
Japan	79	53	132	59.85	31	9	40	77.50	110	62	172	63.95	1.43
Jordan	12	11	23	52.17	6	7	13	46.15	18	18	36	50.00	0.30
Kazakhstan	5	6	11	45.45	1	0	1	100.00	6	6	12	50.00	0.10
Kenya	35	34	69	50.72	413	318	731	56.50	448	352	800	56.00	6.66
Kiribati	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Kuwait	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Kyrgyzstan	2	4	6	33.33	0	1	1	0.00	2	5	7	28.57	0.06
Lao People's Democratic Republic	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Latvia	1	3	4	25.00	0	1	1	0.00	1	4	5	20.00	0.04
Lebanon	20	15	35	57.14	103	122	225	45.78	123	137	260	47.31	2.16
Lesotho	2	0	2	100.00	0	0	0	0.00	2	0	2	100.00	0.02
Liberia	4	3	7	57.14	4	0	4	100.00	8	3	11	72.73	0.09
Libyan Arab Jamahiriya	0	3	3	0.00	1	0	1	100.00	1	3	4	25.00	0.03
Liechtenstein	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Lithuania	1	1	2	50.00	1	0	1	100.00	2	1	3	66.67	0.02
Luxembourg	1	4	5	20.00	0	0	0	0.00	1	4	5	20.00	0.04
Madagascar	2	4	6	33.33	8	3	11	72.73	10	7	17	58.82	0.14
Malawi	0	3	3	0.00	3	0	3	100.00	3	3	6	50.00	0.05
Malaysia	8	11	19	42.11	7	4	11	63.64	15	15	30	50.00	0.25
Maldives	0	1	1	0.00	0	1	1	0.00	0	2	2	0.00	0.02
Mali	5	8	13	38.46	4	2	6	66.67	9	10	19	47.37	0.16
Malta	3	2	5	60.00	1	0	1	100.00	4	2	6	66.67	0.05
Marshall Islands	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Mauritania	0	10	10	0.00	1	0	1	100.00	1	10	11	9.09	0.09
Mauritius	3	2	5	60.00	5	4	9	55.56	8	6	14	57.14	0.12
Mexico	21	31	52	40.38	45	18	63	71.43	66	49	115	57.39	0.96

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Micronesia (Federated States of)	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Mongolia	3	5	8	37.50	4	0	4	100.00	7	5	12	58.33	0.10
Monaco	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Morocco	11	20	31	35.48	20	12	32	62.50	31	32	63	49.21	0.52
Mozambique	0	2	2	0.00	0	0	0	0.00	0	2	2	0.00	0.02
Myanmar	4	5	9	44.44	29	32	61	47.54	33	37	70	47.14	0.58
Namibia	2	1	3	66.67	2	0	2	100.00	4	1	5	80.00	0.04
Nauru	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Nepal	0	18	18	0.00	0	6	6	0.00	0	24	24	0.00	0.20
Netherlands	18	50	68	26.47	12	6	18	66.67	30	56	86	34.88	0.72
New Zealand	11	23	34	32.35	2	1	3	66.67	13	24	37	35.14	0.31
Nicaragua	4	3	7	57.14	2	0	2	100.00	6	3	9	66.67	0.07
Niger	2	6	8	25.00	4	4	8	50.00	6	10	16	37.50	0.13
Nigeria	8	27	35	22.86	15	13	28	53.57	23	40	63	36.51	0.52
Norway	9	16	25	36.00	2	5	7	28.57	11	21	32	34.38	0.27
Oman	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Pakistan	8	21	29	27.59	3	19	22	13.64	11	40	51	21.57	0.42
Palau	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Panama	5	6	11	45.45	3	6	9	33.33	8	12	20	40.00	0.17
Papua New Guinea	0	3	3	0.00	0	0	0	0.00	0	3	3	0.00	0.02
Paraguay	5	3	8	62.50	2	2	4	50.00	7	5	12	58.33	0.10
Peru	11	13	24	45.83	71	42	113	62.83	82	55	137	59.85	1.14
Philippines	37	24	61	60.66	289	128	417	69.30	326	152	478	68.20	3.98
Poland	6	11	17	35.29	7	4	11	63.64	13	15	28	46.43	0.23
Portugal	6	10	16	37.50	10	10	20	50.00	16	20	36	44.44	0.30
Qatar	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Republic of Korea	14	25	39	35.90	4	4	8	50.00	18	29	47	38.30	0.39
Republic of Moldova	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Republic of Montenegro	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Republic of Serbia	2	10	12	16.67	9	13	22	40.91	11	23	34	32.35	0.28
Romania	6	15	21	28.57	11	22	33	33.33	17	37	54	31.48	0.45
Russian Federation	21	220	241	8.71	118	13	131	90.08	139	233	372	37.37	3.10
Rwanda	2	6	8	25.00	8	5	13	61.54	10	11	21	47.62	0.17
Saint Kitts and Nevis	5	2	7	71.43	0	0	0	0.00	5	2	7	71.43	0.06
Saint Lucia	1	2	3	33.33	4	1	5	80.00	5	3	8	62.50	0.07
Saint Vincent and the Grenadines	2	2	4	50.00	1	5	6	16.67	3	7	10	30.00	0.08
Samoa	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
San Marino	2	0	2	100.00	0	0	0	0.00	2	0	2	100.00	0.02
Sao Tome and Principe	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Saudi Arabia	5	2	7	71.43	0	0	0	0.00	5	2	7	71.43	0.06
Senegal	6	16	22	27.27	8	16	24	33.33	14	32	46	30.43	0.38
Seychelles	1	5	6	16.67	2	0	2	100.00	3	5	8	37.50	0.07
Sierra Leone	2	4	6	33.33	7	2	9	77.78	9	6	15	60.00	0.12
Singapore	8	8	16	50.00	3	3	6	50.00	11	11	22	50.00	0.18
Slovakia	2	6	8	25.00	5	4	9	55.56	7	10	17	41.18	0.14
Slovenia	4	1	5	80.00	1	2	3	33.33	5	3	8	62.50	0.07
Solomon Islands	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Somalia	2	3	5	40.00	1	1	2	50.00	3	4	7	42.86	0.06
South Africa	9	21	30	30.00	5	4	9	55.56	14	25	39	35.90	0.32
Spain	68	77	145	46.90	50	27	77	64.94	118	104	222	53.15	1.85
Sri Lanka	3	8	11	27.27	19	18	37	51.35	22	26	48	45.83	0.40
Sudan	3	17	20	15.00	6	2	8	75.00	9	19	28	32.14	0.23
Suriname	2	1	3	66.67	1	0	1	100.00	3	1	4	75.00	0.03
Swaziland	2	1	3	66.67	0	0	0	0.00	2	1	3	66.67	0.02
Sweden	38	17	55	69.09	4	6	10	40.00	42	23	65	64.62	0.54
Switzerland	26	15	41	63.41	51	55	106	48.11	77	70	147	52.38	1.22

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Syrian Arab Republic	17	8	25	68.00	16	7	23	69.57	33	15	48	68.75	0.40
Tajikistan	0	0	0	0.00	1	1	2	50.00	1	1	2	50.00	0.02
Thailand	10	11	21	47.62	198	149	347	57.06	208	160	368	56.52	3.06
The former Yugoslav Republic of Macedonia	1	3	4	25.00	1	0	1	100.00	2	3	5	40.00	0.04
Timor-Leste	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Togo	0	6	6	0.00	4	4	8	50.00	4	10	14	28.57	0.12
Tonga	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Trinidad and Tobago	12	11	23	52.17	45	38	83	54.22	57	49	106	53.77	0.88
Tunisia	7	27	34	20.59	11	20	31	35.48	18	47	65	27.69	0.54
Turkey	7	9	16	43.75	5	15	20	25.00	12	24	36	33.33	0.30
Turkmenistan	1	0	1	100.00	0	0	0	0.00	1	0	1	100.00	0.01
Tuvalu	0	1	1	0.00	0	0	0	0.00	0	1	1	0.00	0.01
Uganda	8	24	32	25.00	25	3	28	89.29	33	27	60	55.00	0.50
Ukraine	2	31	33	6.06	12	0	12	100.00	14	31	45	31.11	0.37
United Arab Emirates	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
United Kingdom of Great Britain and Northern Ireland	94	138	232	40.52	137	39	176	77.84	231	177	408	56.62	3.39
United Republic of Tanzania	8	13	21	38.10	19	2	21	90.48	27	15	42	64.29	0.35
United States of America	282	272	554	50.90	567	514	1 081	52.45	849	786	1 635	51.93	13.60
Uruguay	13	15	28	46.43	17	22	39	43.59	30	37	67	44.78	0.56
Uzbekistan	4	5	9	44.44	1	0	1	100.00	5	5	10	50.00	0.08
Vanuatu	0	0	0	0.00	0	0	0	0.00	0	0	0	0.00	0.00
Venezuela	7	13	20	35.00	7	4	11	63.64	14	17	31	45.16	0.26
Viet Nam	1	5	6	16.67	1	0	1	100.00	2	5	7	28.57	0.06
Yemen	0	2	2	0.00	0	3	3	0.00	0	5	5	0.00	0.04
Zambia	2	7	9	22.22	10	8	18	55.56	12	15	27	44.44	0.22
Zimbabwe	9	18	27	33.33	7	4	11	63.64	16	22	38	42.11	0.32

	Professional and higher categories				General Service and related categories				Total				
Country of nationality	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	F	M	Total	Female (percentage)	Country (percentage)
Subtotal	**1 990**	**2 919**	**4 909**	**40.54**	**4 001**	**3 074**	**7 075**	**56.55**	**5 991**	**5 993**	**11 984**	**49.99**	**99.71**
Others													
Palestine	1	2	3	33.33	4	2	6	66.67	5	4	9	55.56	0.07
Stateless	0	3	3	0.00	6	17	23	26.09	6	20	26	23.08	0.22
Subtotal	**1**	**5**	**6**	**16.67**	**10**	**19**	**29**	**34.48**	**11**	**24**	**35**	**31.43**	**0.29**
Total	**1 991**	**2 924**	**4 915**	**40.51**	**4 011**	**3 093**	**7 104**	**56.46**	**6 002**	**6 017**	**12 019**	**49.94**	**100.00**

Table A.2
All staff under contract with the United Nations Secretariat by department, category and gender as at 30 June 2007

Department	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	Female percentage	F	M	Total	Female percentage	F	M	Total	Female percentage	F	M	Total	Female percentage	Dept percentage
CTED	9	22	31	29.03	0	0	0	0.00	5	2	7	71.43	14	24	38	36.84	0.10
DDA	12	26	38	31.58	0	3	3	0.00	25	1	26	96.15	37	30	67	55.22	0.18
DESA	140	170	310	45.16	120	126	246	48.78	192	60	252	76.19	452	356	808	55.94	2.21
DGACM	343	393	736	46.60	0	0	0	0.00	312	265	577	54.07	655	658	1313	49.89	3.59
DM/OUSG	26	20	46	56.52	0	0	0	0.00	37	10	47	78.72	63	30	93	67.74	0.25
DM/CMP	3	8	11	27.27	0	0	0	0.00	4	3	7	57.14	7	11	18	38.89	0.05
DM/OCSS	48	118	166	28.92	0	0	0	0.00	151	256	407	37.10	199	374	573	34.73	1.57
DM/OHRM	55	36	91	60.44	0	0	0	0.00	113	46	159	71.07	168	82	250	67.20	0.68
DM/OPPBA	69	64	133	51.88	0	0	0	0.00	122	56	178	68.54	191	120	311	61.41	0.85
DPA	60	75	135	44.44	0	0	0	0.00	80	14	94	85.11	140	89	229	61.14	0.63
DPI	157	135	292	53.77	0	0	0	0.00	303	181	484	62.60	460	316	776	59.28	2.12
DPKO	178	292	470	37.87	0	1	1	0.00	189	74	263	71.86	367	367	734	50.00	2.01
DSS	21	65	86	24.42	0	0	0	0.00	92	267	359	25.63	113	332	445	25.39	1.22
ECA	85	189	274	31.02	7	24	31	22.58	211	276	487	43.33	303	489	792	38.26	2.17
ECE	42	75	117	35.90	6	18	24	25.00	69	17	86	80.23	117	110	227	51.54	0.62
ECLAC	80	119	199	40.20	10	30	40	25.00	237	156	393	60.31	327	305	632	51.74	1.73
ESCAP	61	124	185	32.97	6	12	18	33.33	220	159	379	58.05	287	295	582	49.31	1.59
ESCWA	42	55	97	43.30	0	4	4	0.00	122	164	286	42.66	164	223	387	42.38	1.06
ETHICS	2	3	5	40.00	0	0	0	0.00	3	0	3	100.00	5	3	8	62.50	0.02
FMADPKO																	
AMISOM	0	2	2	0.00	0	0	0	0.00	0	0	0	0.00	0	2	2	0.00	0.01
BINUB	13	35	48	27.08	0	0	0	0.00	113	256	369	30.62	126	291	417	30.22	1.14
BONUCA	4	7	11	36.36	0	0	0	0.00	19	48	67	28.36	23	55	78	29.49	0.21
CNMC	1	12	13	7.69	0	0	0	0.00	3	4	7	42.86	4	16	20	20.00	0.05
MINURSO	5	12	17	29.41	0	0	0	0.00	38	179	217	17.51	43	191	234	18.38	0.64
MINUSTAH	72	127	199	36.18	0	0	0	0.00	261	911	1 172	22.27	333	1 038	1 371	24.29	3.75
MINUTAC	0	0	0	0.00	0	0	0	0.00	1	1	2	50.00	1	1	2	50.00	0.01
MONUC	103	269	372	27.69	0	0	0	0.00	457	2 162	2 619	17.45	560	2 431	2 991	18.72	8.18
ONUB	0	0	0	0.00	0	0	0	0.00	0	1	1	0.00	0	1	1	0.00	0.00

Department	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	Female percentage	F	M	Total	Female per-centage	F	M	Total	Female percentage	F	M	Total	Female percentage	Dept percentage
OPRSG	0	4	4	0.00	0	0	0	0.00	2	13	15	13.33	2	17	19	10.53	0.05
UNAMA	39	73	112	34.82	0	0	0	0.00	81	974	1 055	7.68	120	1 047	1 167	10.28	3.19
UNAMI	24	83	107	22.43	0	1	1	0.00	120	405	525	22.86	144	489	633	22.75	1.73
UNDOF	3	6	9	33.33	0	0	0	0.00	28	98	126	22.22	31	104	135	22.96	0.37
UNFICYP	6	12	18	33.33	0	0	0	0.00	50	74	124	40.32	56	86	142	39.44	0.39
UNIFIL	18	44	62	29.03	0	0	0	0.00	121	472	593	20.40	139	516	655	21.22	1.79
UNIIIC	12	36	48	25.00	0	0	0	0.00	32	93	125	25.60	44	129	173	25.43	0.47
UNIOSIL	11	24	35	31.43	0	0	0	0.00	64	178	242	26.45	75	202	277	27.08	0.76
UNLB	3	17	20	15.00	0	0	0	0.00	60	117	177	33.90	63	134	197	31.98	0.54
UNMEE	5	42	47	10.64	0	0	0	0.00	109	201	310	35.16	114	243	357	31.93	0.98
UNMIK	71	191	262	27.10	0	0	0	0.00	632	1 591	2 223	28.43	703	1 782	2 485	28.29	6.79
UNMIL	69	168	237	29.11	0	0	0	0.00	283	936	1 219	23.22	352	1 104	1 456	24.18	3.98
UNMIN	22	48	70	31.43	0	0	0	0.00	18	58	76	23.68	40	106	146	27.40	0.40
UNMIS	163	278	441	36.96	2	0	2	100.00	503	2 548	3 051	16.49	668	2 826	3 494	19.12	9.55
UNMIT	52	73	125	41.60	0	0	0	0.00	217	892	1 109	19.57	269	965	1 234	21.80	3.37
UNMOGIP	0	4	4	0.00	0	0	0	0.00	7	54	61	11.48	7	58	65	10.77	0.18
UNOCI	45	116	161	27.95	0	1	1	0.00	208	582	790	26.33	253	699	952	26.58	2.60
UNOGBIS	3	4	7	42.86	0	0	0	0.00	4	9	13	30.77	7	13	20	35.00	0.05
UNOMIG	4	19	23	17.39	0	0	0	0.00	72	182	254	28.35	76	201	277	27.44	0.76
UNOSEK	1	14	15	6.67	0	0	0	0.00	8	9	17	47.06	9	23	32	28.13	0.09
UNOWA	3	3	6	50.00	0	0	0	0.00	6	5	11	54.55	9	8	17	52.94	0.05
UNPOS	3	10	13	23.08	0	0	0	0.00	4	10	14	28.57	7	20	27	25.93	0.07
UNSCO	5	12	17	29.41	0	0	0	0.00	9	27	36	25.00	14	39	53	26.42	0.14
UNTOP	3	4	7	42.86	0	0	0	0.00	1	18	19	5.26	4	22	26	15.38	0.07
UNTSO	0	10	10	0.00	0	0	0	0.00	36	176	212	16.98	36	186	222	16.22	0.61
InterOrg	4	5	9	44.44	0	0	0	0.00	8	2	10	80.00	12	7	19	63.16	0.05
OCHA	93	76	169	55.03	103	186	289	35.64	118	34	152	77.63	314	296	610	51.48	1.67
OHCHR	175	171	346	50.58	24	26	50	48.00	95	28	123	77.24	294	225	519	56.65	1.42
OHRLLS	4	5	9	44.44	0	0	0	0.00	4	0	4	100.00	8	5	13	61.54	0.04
OIOS	76	111	187	40.64	0	0	0	0.00	52	18	70	74.29	128	129	257	49.81	0.70
OLA	48	48	96	50.00	0	0	0	0.00	60	5	65	92.31	108	53	161	67.08	0.44
Ombudsman	5	0	5	100.00	0	0	0	0.00	1	1	2	50.00	6	1	7	85.71	0.02

Department	Professional and higher categories				Experts				General Service and related categories				Total				
	F	M	Total	Female percentage	F	M	Total	Female per-centage	F	M	Total	Female percentage	F	M	Total	Female percentage	Dept percentage
OSAA	6	5	11	54.55	0	0	0	0.00	4	3	7	57.14	10	8	18	55.56	0.05
OSG	24	36	60	40.00	0	0	0	0.00	47	8	55	85.45	71	44	115	61.74	0.31
OSRSG/CAAC	6	2	8	75.00	0	0	0	0.00	4	0	4	100.00	10	2	12	83.33	0.03
REGCOM	1	2	3	33.33	0	0	0	0.00	2	1	3	66.67	3	3	6	50.00	0.02
UNAT	2	0	2	100.00	0	0	0	0.00	1	0	1	100.00	3	0	3	100.00	0.01
UNCC	7	13	20	35.00	0	0	0	0.00	10	6	16	62.50	17	19	36	47.22	0.10
UNCTAD	83	141	224	37.05	21	75	96	21.88	132	42	174	75.86	236	258	494	47.77	1.35
UNEP	145	244	389	37.28	57	78	135	42.22	321	92	413	77.72	523	414	937	55.82	2.56
UNFIP	5	3	8	62.50	0	0	0	0.00	7	0	7	100.00	12	3	15	80.00	0.04
UN-Habitat	33	65	98	33.67	35	50	85	41.18	87	31	118	73.73	155	146	301	51.50	0.82
UNMOVIC	7	24	31	22.58	0	0	0	0.00	4	8	12	33.33	11	32	43	25.58	0.12
UNODC	67	73	140	47.86	30	67	97	30.93	85	17	102	83.33	182	157	339	53.69	0.93
UNOG	296	278	574	51.57	1	0	1	100.00	437	521	958	45.62	734	799	1533	47.88	4.19
UNON	47	73	120	39.17	2	2	4	50.00	270	281	551	49.00	319	356	675	47.26	1.85
UNOV	79	112	191	41.36	6	5	11	54.55	178	296	474	37.55	263	413	676	38.91	1.85
Tribunals																	
ICTY	214	232	446	47.98	0	0	0	0.00	303	336	639	47.42	517	568	1085	47.65	2.97
ICTR	115	239	354	32.49	0	0	0	0.00	281	410	691	40.67	396	649	1045	37.89	2.86
Total	**3 738**	**5 706**	**9 444**	**39.58**	**430**	**709**	**1 139**	**37.75**	**8 565**	**17 431**	**25 996**	**32.95**	**12 733**	**23 846**	**36 579**	**34.81**	**100.00**

Table A.3
Staff in posts subject to geographical distribution by nationality, grade and gender

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Afghanistan	2										1		1									2	6.88	2-14
Albania	5	4											1	1		4		1			6	7	6.42	2-14
Algeria	5	2								1	2				1	2		1			4	7	8.42	4-14
Andorra	1																2					2	6.38	2-14
Angola																							6.68	2-14
Antigua and Barbuda	1	1												1							1	1	6.28	1-14
Argentina	32	18	1				1	1		1	5	1	5	5	2	2	4	6			16	34	12.50	8-17
Armenia	5						1						2		1		1					5	6.35	2-14
Australia	52	27						2	3		9	5	3	5	6	7	4	10			29	54	36.20	31-42
Austria	28	14									1	1	4	3	5	8	4	3			15	29	21.07	16-26
Azerbaijan	5	3												1	2	2					3	5	6.52	2-14
Bahamas	10	8												2	2	5		1			8	10	6.52	2-14
Bahrain																							6.81	2-14
Bangladesh	10		1						3		3		3									10	9.99	5-15
Barbados	3	3										1				1					2	2	6.41	2-14
Belarus	9								2		1		4		2							9	6.80	2-14
Belgium	31	14					2	1	3	1	2	2	6	3	3	4	1				11	28	24.67	20-29
Belize	3	1									1		1			1	1				1	4	6.27	1-14
Benin	5										1		1		1		3					6	6.47	2-14
Bhutan	5								1		2		1		1							5	6.28	1-14
Bolivia	7	3										1	1		3	2					3	7	6.56	2-14
Bosnia and Herzegovina	5	2									1	1			2	2					3	6	6.44	2-14
Botswana	2	1																1			1	1	6.52	2-14
Brazil	39	16			1				1	1	7	2	8	4	3	6	3	3			16	39	25.03	20-30
Brunei Darussalam	1																1					1	6.69	2-14
Bulgaria	16	7							1	1	3	1	6	3		2					7	17	6.75	2-14
Burkina Faso	4	3								1			2	1		1					3	5	6.62	2-14
Burundi	7	1									1		2	1	3						1	7	6.46	2-14
Cambodia	2	1												1							1	1	6.59	2-14
Cameroon	15	4					1				5		4		3	2	1				2	16	6.82	2-14

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Canada	61	25		1			1		3	1	11	5	14	9	8	4		1			21	58	56.11	48-65
Cape Verde	4												2		1							3	6.28	1-14
Central African Republic	3										1		1				1					3	6.36	2-14
Chad	2						1															1	6.51	2-14
Chile	19	5							2		2		1	1	6	1	4	1			3	18	9.28	4-14
China	60	35						1	6	3	6	3	6	7	7	16	4	11			41	70	80.22	68-92
Colombia	10	6	1						1	2			1	3	1	2					7	11	9.02	4-14
Comoros																							6.29	1-14
Congo	3												1		1							2	6.35	2-14
Costa Rica	4	2							1			1	2	1	1						2	6	6.88	2-14
Côte d'Ivoire	12	1							2		1		5	1	3						1	12	6.83	2-14
Croatia	7	4										2	2	2	1		1				4	8	7.18	2-14
Cuba	5	2									1	1			1	1	1				2	5	7.40	3-14
Cyprus	4	1									1				1			1			1	3	7.00	2-14
Czech Republic	9	4					1				2	2	2				1	2			4	10	11.12	6-16
Democratic People's Republic of Korea																							6.90	2-14
Democratic Republic of the Congo	6	2										1			2	1	2				2	6	7.71	3-14
Denmark	15	7			1						2	3	3	3	1	1					7	14	18.57	14-23
Djibouti	6	1									2				2	1	1				1	6	6.29	1-14
Dominica	3														3							3	6.27	1-14
Dominican Republic	4	1							1		1		1					1			1	4	6.87	2-14
Ecuador	5	2								1				1	3						2	5	6.90	2-14
Egypt	15	5	1				1		2	1	6			1	3	1		1			4	17	9.40	5-14
El Salvador	7	3											3	3		1		1			5	8	6.73	2-14
Equatorial Guinea	3	1									1		1	1							1	3	6.29	1-14
Eritrea	6	2									1		1		2	2					2	6	6.38	2-14
Estonia	5	2									1			1	1	1	1				2	5	6.54	2-14
Ethiopia	23	9			1					1	1		4	2	1	3	6	3			9	22	8.17	3-14
Fiji	9	6										1	1	1	2	5					7	10	6.32	2-14
Finland	15	6					1		2		1	1	5	5	1	1	1				7	18	15.68	11-20

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
France	117	54	1		1		1		7	10	16	5	15	15	13	15	11	13			58	123	111.61	95-128
Gabon	2	1																1			1	1	6.41	2-14
Gambia	5	1	1						1		1			1	1						1	5	6.31	2-14
Georgia	3								1		1		1									3	6.40	2-14
Germany	146	60	1			1	5	2	9	5	20	10	21	13	17	22	24	19			72	169	149.63	127-172
Ghana	13	5					1		1	1	2	1	3	2	1						4	12	6.85	2-14
Greece	12	5							1	2	3	1			3	1	1	4			8	16	16.34	12-21
Grenada	2														2							2	6.27	1-14
Guatemala	3	2												1	1						1	2	7.08	2-14
Guinea	3										1				1		2					4	6.48	2-14
Guinea-Bissau	1										1											1	6.30	2-14
Guyana	12	9						1	2				1	5		2		1			9	12	6.28	1-14
Haiti	3	2										1	1	1		1					3	4	6.50	2-14
Honduras	2												1		1							2	6.49	2-14
Hungary	9	2								1	2		5	2							3	10	10.50	6-15
Iceland	5										1		1		1		1					4	6.87	2-14
India	50	18	1				1	1	5	2	5	3	11	5	7	4	2	3			18	50	40.04	34-46
Indonesia	17	9										1	1	1	4	7	3				9	17	14.13	9-19
Iran (Islamic Republic of)	9	6						1	1	2	2	1				1		1			6	9	10.83	6-16
Iraq	6	2							1					1		1					2	3	7.15	2-14
Ireland	14	2					1				3	2	3		1		1				2	11	13.69	9-18
Israel	10	4								2	1		2		2		3	2			4	12	13.32	9-18
Italy	110	52	1		1		2	1	2	1	13	7	16	19	19	26	8	1			55	117	91.38	78-105
Jamaica	13	8				1						2	2	3	1	2	1				8	12	6.48	2-14
Japan	110	67	1				1	1	1	2	8	12	21	22	9	15	2	13			65	108	283.43	241-326
Jordan	10	2					1		1			2	3	1	2	1					4	11	6.58	2-14
Kazakhstan	7	3													3	1	1	2			3	7	7.08	2-14
Kenya	26	16								1	3	3	3	3	1	7	1				14	22	7.26	2-14
Kiribati																							6.27	1-14
Kuwait																							9.32	5-14
Kyrgyzstan	5	2										1			1		2	1			2	5	6.39	2-14
Lao People's Democratic Republic	1												1									1	6.40	2-14
Latvia	4	1													2	1	1				1	4	6.60	2-14
Lebanon	13	6									1		1	2	3	4	1				6	12	6.90	2-14

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Lesotho	3	3										1				1					2	2	6.31	2-14
Liberia	5	3									2	2		1							3	5	6.35	2-14
Libyan Arab Jamahiriya	2										2											2	7.41	3-14
Liechtenstein																							6.42	2-14
Lithuania	3	2											1	1							1	2	6.84	2-14
Luxembourg	5	1											3	1	1						1	5	7.66	3-14
Madagascar	5	2									1		1		1	1		1			2	5	6.73	2-14
Malawi	2										1				1							2	6.58	2-14
Malaysia	10	4			1				1	2	2	2		1	2	1					6	12	9.98	5-15
Maldives	1														1							1	6.27	1-14
Mali	7	1					1		3				2		1	1					1	8	6.54	2-14
Malta	3	2															1	2			2	3	6.54	2-14
Marshall Islands																							6.27	1-14
Mauritania	4												2		3							5	6.34	2-14
Mauritius	1																1	1			1	2	6.46	2-14
Mexico	27	11		1			1	3	1		2	3	1	1	3	2	14	6			16	38	45.89	39-53
Micronesia (Federated States of)	1														1							1	6.27	1-14
Monaco																							6.30	2-14
Mongolia	5	2									1		1	1	1	1					2	5	6.33	2-14
Morocco	5	3									2	3									3	5	7.65	3-14
Mozambique	3										1						1					2	6.75	2-14
Myanmar	4	1												1	1		4	2			3	8	7.43	3-14
Namibia	3	1												1	1						1	2	6.40	2-14
Nauru																							6.27	1-14
Nepal	8										1		5		1							7	6.94	2-14
Netherlands	34	7					2		3		9	4	9	3	4	2	1	1			10	38	37.52	32-43
New Zealand	16	8			1	1	1		1	1	1	1	3	2	2	2					7	16	10.57	6-15
Nicaragua	6	4											2	3		1					4	6	6.41	2-14
Niger	6	2						1						1	1		4				2	7	6.59	2-14
Nigeria	16	3					2				4	1	3	2	3	1					4	16	10.38	6-15
Norway	10	5									2			1	1	1	3	5			7	13	19.26	14-24
Oman	1																1					1	7.51	3-14
Pakistan	15	6					1		1	1	2		2	3	3	2					6	15	10.92	6-16
Palau																							6.27	1-14

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F*	Total		
Panama	2	1					1						1	1			1	2			3	6	6.70	2-14
Papua New Guinea	3										1				1		1					3	6.43	2-14
Paraguay	5	4											1		1		1	3			4	6	6.47	2-14
Peru	10	2							2		1	1	3	2	1						3	10	8.17	3-14
Philippines	48	33									2	9	5	8	8	11		3			31	46	9.52	5-14
Poland	12	3	1								2	2	2		4			2			4	13	15.38	11-20
Portugal	11	6									1		1		2	3	2	3			6	12	15.19	10-20
Qatar	1														1							1	7.67	3-14
Republic of Korea	29	10	1			1			1		5	1	7	4	5	3	1	2			11	31	43.19	37-50
Republic of Moldova	1								1													1	6.35	2-14
Republic of Montenegro																							6.28	1-14
Republic of Serbia	8	1									2		4		1	1	1				1	9	6.82	2-14
Romania	13	4							1		2		1	3	5	2	1				5	15	7.89	3-14
Russian Federation	97	14	1				4		13		16	2	32	2	10	6	1	2			12	89	29.26	24-34
Rwanda	5												1		3		2					6	6.49	2-14
Saint Kitts and Nevis	7	5									1	2				1	1	1			4	6	6.27	1-14
Saint Lucia	2	1											1			1					1	2	6.27	1-14
Saint Vincent and the Grenadines	3	1												1	2			1			2	4	6.27	1-14
Samoa																							6.27	1-14
San Marino	2	2														2					2	2	6.30	2-14
Sao Tome and Principe																							6.27	1-14
Saudi Arabia	5	4							1					3	1	1		1			5	7	19.15	14-24
Senegal	14	4					2		1		1	1	1	1	2	2					4	11	6.60	2-14
Seychelles	4	1							1				1			1	1				1	4	6.28	1-14
Sierra Leone	4	3								2					1						2	3	6.40	2-14
Singapore	12	6			1		1			1				1	1		2	2			4	9	12.08	7-17
Slovakia	6	1									1		3		1	1					1	6	7.41	3-14
Slovenia	4	3					1									1		1			2	3	7.88	3-14
Solomon Islands	1														1							1	6.28	1-14
Somalia	2	1									1	1					1	1			2	4	6.46	2-14

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
South Africa	16	4					1		1		3	1	3		6	1		3			5	19	12.13	7-17
Spain	52	24							1		4	2	16	7	7	10	1	3			22	51	56.22	48-65
Sri Lanka	7	3		1									3			1					2	5	6.95	2-14
Sudan	8	2									2		5	2							2	9	7.28	2-14
Suriname	3	1												1	1						1	2	6.28	1-14
Swaziland	3	2											1			2					2	3	6.31	2-14
Sweden	31	20		1	1	1		1		1	5	1	3	1	1	6	1	8			20	31	24.13	19-29
Switzerland	18	9	1					1	2		1		1	3		1	3	9			14	22	26.48	22-31
Syrian Arab Republic	9	6									2		1	3		3					6	9	6.96	2-14
Tajikistan																							6.42	2-14
Thailand	15	8	1						1	1	1	1	3	4		2	1				8	15	10.76	6-16
The former Yugoslav Republic of Macedonia	4	1													3	1					1	4	6.38	2-14
Timor-Leste																							6.29	1-14
Togo	6										1		1		2		2					6	6.42	2-14
Tonga	1	1														1					1	1	6.27	1-14
Trinidad and Tobago	11	7						1					1	3	2	3	2				7	12	6.73	2-14
Tunisia	10	2			2				1	1	2		2	2	3	1					4	14	6.99	2-14
Turkey	12	4								1	1	1		2	3	1	3	2			7	14	14.23	9-19
Turkmenistan	1	1																1			1	1	6.46	2-14
Tuvalu	1												1									1	6.27	1-14
Uganda	22	7				1	1		3		3	1	4	2	3	2	1				6	21	7.00	2-14
Ukraine	20	2							2		7		4	1	4	1					2	19	8.03	3-14
United Arab Emirates																							11.33	7-16
United Kingdom of Great Britain and Northern Ireland	108	44	2		2		2	1	9	6	23	8	16	14	7	14	1	1			44	106	117.21	100-135
United Republic of Tanzania	9	4		2							2	1	1	1	2						4	9	7.26	2-14
United States of America	313	167	1		3	1	1	4	15	21	41	31	45	52	27	32	14	39			180	327	376.15	320-433
Uruguay	8	3									3		1	1	1	2					3	8	6.77	2-14
Uzbekistan	5	2														2	4	1			3	7	7.00	2-14
Vanuatu																							6.27	1-14

Country of nationality	No. of staff 30/06/2006		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/2007		Midpoint	Desirable range
	Total	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F[a]	Total		
Venezuela	15	6					1			1	1	1	5	1	2	1	1	1			5	15	10.17	5-15
Viet Nam	3	1									2	1									1	3	8.62	4-14
Yemen																	1					1	6.87	2-14
Zambia	7	1							1				1		1	1	1				1	5	6.54	2-14
Zimbabwe	13	5							1		3	2	2	2	3	1	1				5	15	6.68	2-14
Subtotal	**2 631**	**1 122**	**18**	**6**	**16**	**7**	**46**	**24**	**135**	**83**	**346**	**174**	**442**	**322**	**349**	**344**	**196**	**219**			**1 179**	**2 727**		
Others																								
Palestinian	1								1															
Stateless	2				1								1									1		
Subtotal	**3**				**1**				**1**				**1**									**2**		
																						3		
Total	**2 634**	**1 122**	**18**	**6**	**17**	**7**	**46**	**24**	**136**	**83**	**346**	**174**	**443**	**322**	**349**	**344**	**196**	**219**			**1 179**	**2 730**		

[a] The number of female staff is included in the total.

Table A.4

Staff in posts subject to geographical distribution by nationality and type of appointment

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Afghanistan	2			2		2			2	
Albania	3		2	5	40.0	4	1	2	7	28.6
Algeria	1		4	5	80.0	1	1	5	7	71.4
Andorra		1		1		1	1		2	
Angola										
Antigua and Barbuda	1			1		1			1	
Argentina	16	2	14	32	43.8	19	1	14	34	41.2
Armenia	4		1	5	20.0	4		1	5	20.0
Australia	14	12	26	52	50.0	22	4	28	54	51.8
Austria	14	4	10	28	35.7	13	2	14	29	48.3
Azerbaijan	3	1	1	5	20.0	4		1	5	20.0
Bahamas	9		1	10	10.0	9		1	10	10.0
Bahrain										
Bangladesh	4		6	10	60.0	5		5	10	50.0
Barbados	2		1	3	33.3	1		1	2	50.0
Belarus	8		1	9	11.1	8		1	9	11.1
Belgium	17		14	31	45.2	15		13	28	46.4
Belize	3			3		3		1	4	25.0
Benin	1	1	3	5	60.0	1	2	3	6	50.0
Bhutan	4		1	5	20.0	4		1	5	20.0
Bolivia	5		2	7	28.6	6		1	7	14.3
Bosnia and Herzegovina	4		1	5	20.0	4		2	6	33.3
Botswana		1	1	2	50.0	1			1	
Brazil	15	4	20	39	51.3	18	4	17	39	43.6
Brunei Darussalam		1		1			1		1	
Bulgaria	3		13	16	81.3	4		13	17	76.5
Burkina Faso	1		3	4	75.0	1		4	5	80.0
Burundi	5		2	7	28.6	6		1	7	14.3
Cambodia	1		1	2	50.0			1	1	100.0
Cameroon	4		11	15	73.3	6		10	16	62.5
Canada	10		51	61	83.6	13		45	58	77.6
Cape Verde	3		1	4	25.0	2		1	3	33.3
Central African Republic	3			3		3			3	
Chad	2			2				1	1	100.0
Chile	12		7	19	36.8	13		5	18	27.8
China	30	3	27	60	45.0	33	8	29	70	41.4
Colombia	2		8	10	80.0	3		8	11	72.7
Comoros										

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Congo	1		2	3	66.7			2	2	100.0
Costa Rica	1		3	4	75.0	1		5	6	83.3
Côte d'Ivoire	8		4	12	33.3	8		4	12	33.3
Croatia	5		2	7	28.6	5		3	8	37.5
Cuba	5			5		5			5	
Cyprus	1	2	1	4	25.0	1	1	1	3	33.3
Czech Republic	4	3	2	9	22.2	5	2	3	10	30.0
Democratic People's Republic of Korea										
Democratic Republic of the Congo	1	2	3	6	50.0	4		2	6	33.3
Denmark	6		9	15	60.0	8		6	14	42.9
Djibouti	2		4	6	66.7	2		4	6	66.7
Dominica	3			3		3			3	
Dominican Republic	3		1	4	25.0	3		1	4	25.0
Ecuador	4		1	5	20.0	4		1	5	20.0
Egypt	4		11	15	73.3	5		12	17	70.6
El Salvador	6		1	7	14.3	6		2	8	25.0
Equatorial Guinea	3			3		3			3	
Eritrea	6			6		6			6	
Estonia	4		1	5	20.0	4		1	5	20.0
Ethiopia	10		13	23	56.5	18		4	22	18.2
Fiji	7		2	9	22.2	7		3	10	30.0
Finland	6		9	15	60.0	6		12	18	66.7
France	54	12	51	117	43.6	61	8	54	123	43.9
Gabon	1	1		2			1		1	
Gambia	2		3	5	60.0	1		4	5	80.0
Georgia	1		2	3	66.7	1		2	3	66.7
Germany	97	17	32	146	21.9	109	28	32	169	18.9
Ghana			13	13	100.0	1		11	12	91.7
Greece	8	2	2	12	16.7	8	4	4	16	25.0
Grenada	2			2		2			2	
Guatemala	1		2	3	66.7			2	2	100.0
Guinea	1	1	1	3	33.3	3	1		4	
Guinea-Bissau	1			1		1			1	
Guyana	10		2	12	16.7	9		3	12	25.0
Haiti	2		1	3	33.3	2	1	1	4	25.0
Honduras	2			2		2			2	
Hungary	4		5	9	55.6	4		6	10	60.0
Iceland	3		2	5	40.0	2		2	4	50.0
India	29	1	20	50	40.0	32		18	50	36.0
Indonesia	14	2	1	17	5.9	15	1	1	17	5.9

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Iran (Islamic Republic of)	5	1	3	9	33.3	5	1	3	9	33.3
Iraq			6	6	100.0			3	3	100.0
Ireland	4		10	14	71.4	2		9	11	81.8
Israel	5	3	2	10	20.0	7	2	3	12	25.0
Italy	68	3	39	110	35.4	70	2	45	117	38.5
Jamaica	9		4	13	30.8	9		3	12	25.0
Japan	86	2	22	110	20.0	84	4	20	108	18.5
Jordan	2		8	10	80.0	2		9	11	81.8
Kazakhstan	7			7		7			7	
Kenya	3		23	26	88.5	2		20	22	90.9
Kiribati										
Kuwait										
Kyrgyzstan	4		1	5	20.0	4		1	5	20.0
Lao People's Democratic Republic			1	1	100.0			1	1	100.0
Latvia	3		1	4	25.0	3		1	4	25.0
Lebanon	6		7	13	53.9	7		5	12	41.7
Lesotho	2		1	3	33.3	2			2	
Liberia	4		1	5	20.0	4		1	5	20.0
Libyan Arab Jamahiriya	2			2		2			2	
Liechtenstein										
Lithuania	2		1	3	33.3	1		1	2	50.0
Luxembourg	4		1	5	20.0	4		1	5	20.0
Madagascar	1	1	3	5	60.0	1	1	3	5	60.0
Malawi			2	2	100.0			2	2	100.0
Malaysia	5		5	10	50.0	6		6	12	50.0
Maldives	1			1		1			1	
Mali	4		3	7	42.9	4		4	8	50.0
Malta	1	2		3		2	1		3	
Marshall Islands										
Mauritania	1		3	4	75.0	2		3	5	60.0
Mauritius		1		1			2		2	
Mexico	9	11	7	27	25.9	12	17	9	38	23.7
Micronesia (Federated States of)	1			1		1			1	
Monaco										
Mongolia	4		1	5	20.0	4		1	5	20.0
Morocco	4		1	5	20.0	4		1	5	20.0
Mozambique	1		2	3	66.7	1		1	2	50.0
Myanmar	2		2	4	50.0	3		5	8	62.5
Namibia	2		1	3	33.3	2			2	

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Nauru										
Nepal	1		7	8	87.5	1		6	7	85.7
Netherlands	13		21	34	61.8	13	2	23	38	60.5
New Zealand	5		11	16	68.8	5		11	16	68.8
Nicaragua	4		2	6	33.3	4		2	6	33.3
Niger	2	3	1	6	16.7	2	3	2	7	28.6
Nigeria	4		12	16	75.0	5		11	16	68.8
Norway	5	1	4	10	40.0	6	6	1	13	7.7
Oman	1			1		1			1	
Pakistan	6		9	15	60.0	6		9	15	60.0
Palau										
Panama	1		1	2	50.0	1	3	2	6	33.3
Papua New Guinea	3			3		3			3	
Paraguay	3	1	1	5	20.0	3	2	1	6	16.7
Peru	7		3	10	30.0	5		5	10	50.0
Philippines	44		4	48	8.3	42		4	46	8.7
Poland	7		5	12	41.7	7	1	5	13	38.5
Portugal	5	3	3	11	27.3	8	2	2	12	16.7
Qatar			1	1	100.0	1			1	
Republic of Korea	17	2	10	29	34.5	20	1	10	31	32.3
Republic of Moldova			1	1	100.0			1	1	100.0
Republic of Montenegro										
Republic of Serbia						5		4	9	44.4
Romania	10		3	13	23.1	10		5	15	33.3
Russian Federation	50		47	97	48.4	62	1	26	89	29.2
Rwanda	5			5		5		1	6	16.7
Saint Kitts and Nevis	5	1	1	7	14.3	5	1		6	
Saint Lucia	2			2		2			2	
Saint Vincent and the Grenadines	1		2	3	66.7	1	1	2	4	50.0
Samoa										
San Marino	2			2		2			2	
Sao Tome and Principe										
Saudi Arabia	4		1	5	20.0	4		3	7	42.9
Senegal	5		9	14	64.3	3		8	11	72.7
Seychelles	2	1	1	4	25.0	2	1	1	4	25.0
Sierra Leone	1		3	4	75.0	2		1	3	33.3
Singapore	5	4	3	12	25.0	3	4	2	9	22.2
Slovakia	4		2	6	33.3	4		2	6	33.3
Slovenia	4			4		2	1		3	

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Solomon Islands	1			1		1			1	
Somalia	1		1	2	50.0	1	2	1	4	25.0
South Africa	6	1	9	16	56.3	5	3	11	19	57.9
Spain	35	1	16	52	30.8	35		16	51	31.4
Sri Lanka	3		4	7	57.1	1		4	5	80.0
Sudan	3		5	8	62.5	2		7	9	77.8
Suriname	2		1	3	33.3	1		1	2	50.0
Swaziland	2		1	3	33.3	2		1	3	33.3
Sweden	17	3	11	31	35.5	18	1	12	31	38.7
Switzerland	3	7	8	18	44.4	6	7	9	22	40.9
Syrian Arab Republic	4		5	9	55.6	4		5	9	55.6
Tajikistan										
Thailand	12		3	15	20.0	11		4	15	26.7
The former Yugoslav Republic of Macedonia	3		1	4	25.0	3		1	4	25.0
Timor-Leste										
Togo	2		4	6	66.7	3		3	6	50.0
Tonga	1			1		1			1	
Trinidad and Tobago	10		1	11	9.1	10		2	12	16.7
Tunisia	2		8	10	80.0	2		12	14	85.7
Turkey	4	2	6	12	50.0	4	4	6	14	42.9
Turkmenistan		1		1			1		1	
Tuvalu			1	1	100.0			1	1	100.0
Uganda	4		18	22	81.8	5		16	21	76.2
Ukraine	16		4	20	20.0	14		5	19	26.3
United Arab Emirates										
United Kingdom of Great Britain and Northern Ireland	33	1	74	108	68.5	38		68	106	64.1
United Republic of Tanzania	5		4	9	44.4	4		5	9	55.6
United States of America	150	23	140	313	44.7	145	32	150	327	45.9
Uruguay	1		7	8	87.5	2		6	8	75.0
Uzbekistan	1	4		5		4	2	1	7	14.3
Vanuatu										
Venezuela	8		7	15	46.7	6	1	8	15	53.3
Viet Nam	2		1	3	33.3	2		1	3	33.3
Yemen							1		1	

Country of nationality	30 June 2006					30 June 2007				
	Type of appointment (number)				Percentage of fixed-term	Type of appointment (number)				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationary	Fixed-term	Total	
Zambia	2		5	7	71.4	2		3	5	60.0
Zimbabwe	2		11	13	84.6	3		12	15	80.0
Subtotal	**1 343**	**156**	**1 124**	**2 623**	**42.8**	**1 425**	**185**	**1 117**	**2 727**	**41.0**
Others										
Palestinian			1	1	100.0			1	1	100.0
Stateless	1		1	2	50.0	1		1	2	50.0
Subtotal	**1**		**2**	**3**	**66.7**	**1**		**2**	**3**	**66.7**
Total	**1 344**	**156**	**1 126**	**2 626**	**42.9**	**1 426**	**185**	**1 119**	**2 730**	**41.0**

Table A.5

Appointments to posts subject to geographical distribution by nationality, grade and gender between 1 July 2006 and 30 June 2007

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
Country of nationality	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Afghanistan																				
Albania														1					1	1
Algeria														1		1			2	2
Andorra															1				1	
Angola																				
Antigua and Barbuda																				
Argentina											2								2	
Armenia																				
Australia									3			1	1	1		1			7	3
Austria									1		1	1	1	2					6	3
Azerbaijan																				
Bahamas																				
Bahrain																				
Bangladesh																				
Barbados																				
Belarus																				
Belgium							1				1								2	
Belize											1								1	
Benin															2				2	
Bhutan																				
Bolivia																				
Bosnia and Herzegovina										1									1	1
Botswana																				
Brazil													1		1				2	
Brunei Darussalam																				
Bulgaria											1								1	
Burkina Faso											2								2	
Burundi																				
Cambodia																				
Cameroon											1		1						2	
Canada					1						1		2	1					5	1
Cape Verde																				
Central African Republic																				
Chad					1														1	
Chile									1										1	
China											1		2	1	2	5			11	6
Colombia														1					1	1
Comoros																				
Congo																				
Costa Rica													1						1	

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Côte d'Ivoire																				
Croatia																				
Cuba																				
Cyprus																				
Czech Republic											1								1	
Democratic People's Republic of Korea																				
Democratic Republic of the Congo													1						1	
Denmark																				
Djibouti																				
Dominica																				
Dominican Republic																				
Ecuador																				
Egypt	1												2						3	
El Salvador												1							1	1
Equatorial Guinea																				
Eritrea																				
Estonia																				
Ethiopia																				
Fiji										1									1	1
Finland							1					1							2	1
France									3	1	1		1	1	1	1			9	3
Gabon																				
Gambia													1						1	
Georgia																				
Germany									3		2			1	8	11			25	12
Ghana											1								1	
Greece										1			1			3			5	4
Grenada																				
Guatemala																				
Guinea															1				1	
Guinea-Bissau																				
Guyana												1							1	1
Haiti														1					1	1
Honduras																				
Hungary												1							1	1
Iceland																				
India												1							1	1
Indonesia																				
Iran (Islamic Republic of)																				
Iraq																				
Ireland																				
Israel											1				1	1			3	1
Italy									2		1	2	2	2					9	4

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Jamaica																				
Japan	1											1	1			4			7	5
Jordan										1		1							2	2
Kazakhstan																				
Kenya											1								1	
Kiribati																				
Kuwait																				
Kyrgyzstan																				
Lao People's Democratic Republic																				
Latvia																				
Lebanon																				
Lesotho																				
Liberia																				
Libyan Arab Jamahiriya																				
Liechtenstein																				
Lithuania																				
Luxembourg																				
Madagascar																				
Malawi																				
Malaysia								1											1	1
Maldives																				
Mali											1								1	
Malta																				
Marshall Islands																				
Mauritania													1						1	
Mauritius																1			1	1
Mexico										1	1		1		5	4			12	5
Micronesia (Federated States of)																				
Monaco																				
Mongolia																				
Morocco																				
Mozambique																				
Myanmar												1	1						2	1
Namibia																				
Nauru																				
Nepal																				
Netherlands									2	1				1	1	1			6	3
New Zealand																				
Nicaragua																				
Niger													1						1	
Nigeria																				
Norway															3	3			6	3
Oman																				

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
Pakistan													1						1	
Palau																				
Panama											1				1	2			4	2
Papua New Guinea																				
Paraguay															1				1	
Peru										1		1							2	2
Philippines																				
Poland																1			1	1
Portugal															1				1	
Qatar																				
Republic of Korea				1							1					1			3	2
Republic of Moldova																				
Republic of Montenegro																				
Republic of Serbia																				
Romania												1							1	1
Russian Federation											1			2					3	2
Rwanda													1						1	
Saint Kitts and Nevis																				
Saint Lucia																				
Saint Vincent and the Grenadines																1			1	1
Samoa																				
San Marino																				
Sao Tome and Principe																				
Saudi Arabia							1							1					2	1
Senegal												1							1	1
Seychelles																				
Sierra Leone																				
Singapore																				
Slovakia																				
Slovenia																1			1	1
Solomon Islands																				
Somalia															1	1			2	1
South Africa					1								2			2			5	2
Spain									1					1					2	1
Sri Lanka																				
Sudan											2								2	
Suriname																				
Swaziland																				
Sweden											1								1	
Switzerland							1									5			6	5
Syrian Arab Republic																				
Tajikistan																				
Thailand											1	1							2	1

Country of nationality	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	F
The former Yugoslav Republic of Macedonia																				
Timor-Leste																				
Togo																				
Tonga																				
Trinidad and Tobago											1								1	
Tunisia											1			1					2	1
Turkey												1			1	2			4	3
Turkmenistan																				
Tuvalu																				
Uganda																				
Ukraine														1					1	1
United Arab Emirates																				
United Kingdom of Great Britain and Northern Ireland	1							1			2	1	1	1					7	3
United Republic of Tanzania		1																	1	1
United States of America	1						1		4	2	4	3	4	4	3	12			38	21
Uruguay									1										1	
Uzbekistan														1	1				2	1
Vanuatu																				
Venezuela											1				1				2	
Viet Nam																				
Yemen															1				1	
Zambia																				
Zimbabwe																				
Subtotal	**4**	**1**		**1**	**3**		**5**	**2**	**21**	**10**	**37**	**21**	**31**	**26**	**37**	**64**			**263**	**125**
Others																				
Palestinian																				
Stateless																				
Subtotal																				
Total	**4**	**1**		**1**	**3**		**5**	**2**	**21**	**10**	**37**	**21**	**31**	**26**	**37**	**64**			**263**	**125**

Table A.6

Changes in staff in posts subject to geographical distribution by nationality, type of appointment and gender

Country of nationality	No. of staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	2																2	
Albania	5	4	1	1			1	1							1	1	7	6
Algeria	5	2			1	1	1	1							1	1	7	4
Andorra	1		1				1										2	
Angola																		
Antigua and Barbuda	1	1															1	1
Argentina	32	18	1		1		2		1	1	1	1	2	2	2		34	16
Armenia	5																5	
Australia	52	27	2	2	5	1	7	3	1	1	3		4	1	-1		54	29
Austria	28	14			6	3	6	3	2		1	1	3	1	-2	-1	29	15
Azerbaijan	5	3															5	3
Bahamas	10	8															10	8
Bahrain																		
Bangladesh	10																10	
Barbados	3	3							1	1			1	1			2	2
Belarus	9																9	
Belgium	31	14			2		2		1		1		2		-3	-3	28	11
Belize	3	1			1		1										4	1
Benin	5		2				2		1				1				6	
Bhutan	5																5	
Bolivia	7	3															7	3
Bosnia and Herzegovina	5	2			1	1	1	1									6	3
Botswana	2	1									1		1				1	1
Brazil	39	16	1		1		2		1				1		-1		39	16
Brunei Darussalam	1																1	
Bulgaria	16	7			1		1										17	7
Burkina Faso	4	3			2		2		1				1				5	3
Burundi	7	1															7	1
Cambodia	2	1							1				1				1	1
Cameroon	15	4			2		2				1	1	1	1		-1	16	2
Canada	61	25	1	1	5	1	6	2			3	2	3	2	-6	-4	58	21
Cape Verde	4														-1		3	
Central African Republic	3																3	
Chad	2				1		1		2				2				1	
Chile	19	5			1		1		1	1	1	1	2	2			18	3
China	60	35	7	5	4	1	11	6	1		1		2		1		70	41
Colombia	10	6			1	1	1	1									11	7
Comoros																		

Country of nationality	No. of staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Congo	3				1		1		1				1		-1	-1	2	
Costa Rica	4	2			1		1								1		6	2
Côte d'Ivoire	12	1															12	1
Croatia	7	4													1		8	4
Cuba	5	2															5	2
Cyprus	4	1													-1		3	1
Czech Republic	9	4			1		1										10	4
Democratic People's Republic of Korea																		
Democratic Republic of the Congo	6	2									1		1		1	1	6	2
Denmark	15	7									1		1				14	7
Djibouti	6	1															6	1
Dominica	3																3	
Dominican Republic	4	1															4	1
Ecuador	5	2															5	2
Egypt	15	5			3		3				2	1	2	1	1		17	4
El Salvador	7	3			1	1	1	1	1				1		1	1	8	5
Equatorial Guinea	3	1															3	1
Eritrea	6	2															6	2
Estonia	5	2															5	2
Ethiopia	23	9									2	1	2	1	1	1	22	9
Fiji	9	6			1	1	1	1	1	1			1	1	1	1	10	7
Finland	15	6			2	1	2	1							1		18	7
France	117	54	3	2	7	2	10	4	2	1	3	1	5	2	1	2	123	58
Gabon	2	1													-1		1	1
Gambia	5	1			1		1		1				1				5	1
Georgia	3																3	
Germany	146	60	20	12	5		25	12	2		1		3		1	1	169	72
Ghana	13	5			1		1				1	1	1	1	-1		12	4
Greece	12	5	3	3	2	1	5	4	1	1			1	1			16	8
Grenada	2																2	
Guatemala	3	2							1	1			1	1			2	1
Guinea	3		1				1										4	
Guinea-Bissau	1																1	
Guyana	12	9			1	1	1	1	1	1			1	1			12	9
Haiti	3	2	1	1			1	1									4	3
Honduras	2																2	
Hungary	9	2			1	1	1	1									10	3
Iceland	5								1				1				4	
India	50	18	1	1			1	1	1		1	1	2	1	1		50	18
Indonesia	17	9															17	9

Country of nationality	No. of[a] staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Iran (Islamic Republic of)	9	6															9	6
Iraq	6	2									2		2		-1		3	2
Ireland	14	2							1		1		2		-1		11	2
Israel	10	4	2	1	1		3	1	1	1			1	1			12	4
Italy	110	52	1		8	4	9	4							-2	-1	117	55
Jamaica	13	8							1				1				12	8
Japan	110	67	4	4	3	1	7	5	2		3	2	5	2	-4	-5	108	65
Jordan	10	2			2	2	2	2	1				1				11	4
Kazakhstan	7	3															7	3
Kenya	26	16			1		1		1		1	1	2	1	-3	-1	22	14
Kiribati																		
Kuwait																		
Kyrgyzstan	5	2															5	2
Lao People's Democratic Republic	1																1	
Latvia	4	1															4	1
Lebanon	13	6							1				1				12	6
Lesotho	3	3							1	1			1	1			2	2
Liberia	5	3															5	3
Libyan Arab Jamahiriya	2																2	
Liechtenstein																		
Lithuania	3	2													-1	-1	2	1
Luxembourg	5	1															5	1
Madagascar	5	2															5	2
Malawi	2																2	
Malaysia	10	4	1	1			1	1							1	1	12	6
Maldives	1																1	
Mali	7	1			1		1		1				1		1		8	1
Malta	3	2															3	2
Marshall Islands																		
Mauritania	4				1		1										5	
Mauritius	1		1	1			1	1									2	1
Mexico	27	11	9	4	3	1	12	5	1				1				38	16
Micronesia (Federated States of)	1																1	
Monaco																		
Mongolia	5	2															5	2
Morocco	5	3															5	3
Mozambique	3										1		1				2	
Myanmar	4	1			2	1	2	1							2	1	8	3
Namibia	3	1													-1		2	1
Nauru																		

Country of nationality	No. of staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Nepal	8														-1		7	
Netherlands	34	7	2	1	4	2	6	3			1		1		-1		38	10
New Zealand	16	8							1	1			1	1	1		16	7
Nicaragua	6	4															6	4
Niger	6	2			1		1										7	2
Nigeria	16	3														1	16	4
Norway	10	5	6	3			6	3			2	1	2	1	-1		13	7
Oman	1																1	
Pakistan	15	6			1		1				1	1	1	1		1	15	6
Palau																		
Panama	2	1	3	2	1		4	2									6	3
Papua New Guinea	3																3	
Paraguay	5	4	1				1										6	4
Peru	10	2			2	2	2	2	2	1			2	1			10	3
Philippines	48	33							2	2			2	2			46	31
Poland	12	3	1	1			1	1									13	4
Portugal	11	6	1				1										12	6
Qatar	1																1	
Republic of Korea	29	10	1	1	2	1	3	2							-1	-1	31	11
Republic of Moldova	1																1	
Republic of Montenegro																		
Republic of Serbia	8	1													1		9	1
Romania	13	4			1	1	1	1							1		15	5
Russian Federation	97	14			3	2	3	2	6	2	5	2	11	4			89	12
Rwanda	5				1		1										6	
Saint Kitts and Nevis	7	5									1	1	1	1			6	4
Saint Lucia	2	1															2	1
Saint Vincent and the Grenadines	3	1	1	1			1	1									4	2
Samoa																		
San Marino	2	2															2	2
Sao Tome and Principe																		
Saudi Arabia	5	4			2	1	2	1									7	5
Senegal	14	4			1	1	1	1	2		1	1	3	1	-1		11	4
Seychelles	4	1															4	1
Sierra Leone	4	3									1	1	1	1			3	2
Singapore	12	6							2	2			2	2	-1		9	4
Slovakia	6	1															6	1
Slovenia	4	3	1	1			1	1							-2	-2	3	2
Solomon Islands	1																1	
Somalia	2	1	2	1			2	1									4	2

Country of nationality	No. of staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
South Africa	16	4	1	1	4	1	5	2							-2	-1	19	5
Spain	52	24			2	1	2	1	1	1			1	1	-2	-2	51	22
Sri Lanka	7	3							1				1		-1	-1	5	2
Sudan	8	2			2		2		1				1				9	2
Suriname	3	1							1				1				2	1
Swaziland	3	2															3	2
Sweden	31	20			1		1		2	1			2	1	1	1	31	20
Switzerland	18	9	4	4	1		5	4	2				2		1	1	22	14
Syrian Arab Republic	9	6															9	6
Tajikistan																		
Thailand	15	8			2	1	2	1	2	1			2	1			15	8
The former Yugoslav Republic of Macedonia	4	1															4	1
Timor-Leste																		
Togo	6																6	
Tonga	1	1															1	1
Trinidad and Tobago	11	7			1		1										12	7
Tunisia	10	2			2	1	2	1							2	1	14	4
Turkey	12	4	3	2	1	1	4	3	2				2				14	7
Turkmenistan	1	1															1	1
Tuvalu	1																1	
Uganda	22	7													-1	-1	21	6
Ukraine	20	2			1	1	1	1	2	1			2	1			19	2
United Arab Emirates																		
United Kingdom of Great Britain and Northern Ireland	108	44			7	3	7	3	1	1	5	2	6	3	-3		106	44
United Republic of Tanzania	9	4			1	1	1	1	1	1			1	1			9	4
United States of America	313	167	16	12	22	9	38	21	18	11	6	1	23	11	-3	3	327	180
Uruguay	8	3			1		1								-1		8	3
Uzbekistan	5	2	1		1	1	2	1									7	3
Vanuatu																		
Venezuela	15	6	1		1		2								-2	-1	15	5
Viet Nam	3	1															3	1
Yemen			1				1										1	
Zambia	7	1									1		1		-1		5	1
Zimbabwe	13	5													2		15	5
Subtotal	**2 631**	**1 122**	**109**	**69**	**154**	**56**	**263**	**125**	**87**	**36**	**57**	**24**	**143**	**60**	**-26**	**-10**	**2 727**	**1 179**

Country of nationality	No. of staff 30/06/06		Appointments						Separations[a]						Other staff changes[b]		No. of staff 30/06/07	
			Career		Non-career		Total		Career		Non-career		Total					
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Others																		
Palestinian	1																1	
Stateless	2																2	
Subtotal	**3**																**3**	
Total	**2 634**	**1 122**	**109**	**69**	**154**	**56**	**263**	**125**	**87**	**36**	**57**	**24**	**143**	**60**	**-26**	**-10**	**2 730**	**1 179**

[a] Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.
[b] Shows gains and losses resulting from staff.
- Movement between posts subject to geographical distribution and posts with special language requirements.
- Placed on special leave without pay or returned from such leave.
- Detailed or assigned to technical assistance projects or returned from such projects.
- Seconded to UNDP or other United Nations bodies or returned from such secondment.
- Promoted from the General Service category to the Professional category.
- Change of nationality.

Table A.7
Staff in posts with special language requirements by nationality, grade and gender

	No. of staff 30/06/06		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/07	
Country of nationality	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Afghanistan														
Albania														
Algeria	5	1	1		1		2			1			1	5
Andorra														
Angola														
Antigua and Barbuda														
Argentina	19	12	2	2	4	6		2					10	16
Armenia														
Australia	1						1							1
Austria	6		1		3		1							5
Azerbaijan														
Bahamas														
Bahrain	1	1						1					1	1
Bangladesh														
Barbados														
Belarus	4				3		1	1					1	5
Belgium	19	10	1	3	4	3	3	4					10	18
Belize														
Benin	2		1				1							2
Bhutan														
Bolivia	1	1						1					1	1
Bosnia and Herzegovina														
Botswana														
Brazil	1	1				1							1	1
Brunei Darussalam														
Bulgaria	1		1											1
Burkina Faso	2				2									2
Burundi														
Cambodia														
Cameroon	1				1									1
Canada	21	9	1	1	6	4	5	5		1			11	23
Cape Verde														
Central African Republic														
Chad														
Chile	4	2		1		1	1						2	3
China	128	42	15	3	44	20	21	15	5	3			41	126
Colombia	4	3		1		1	1	1					3	4
Comoros														
Congo														

Country of nationality	No. of staff 30/06/06		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/07	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Costa Rica	1	1				1							1	1
Côte d'Ivoire	1				1									1
Croatia														
Cuba	6	4			2	1		3					4	6
Cyprus														
Czech Republic														
Democratic People's Republic of Korea														
Democratic Republic of the Congo														
Denmark														
Djibouti														
Dominica														
Dominican Republic														
Ecuador	1				1									1
Egypt	34	15	4	4	6	7	7	2	2				13	32
El Salvador														
Equatorial Guinea														
Eritrea														
Estonia														
Ethiopia														
Fiji	1	1												
Finland														
France	103	74	6	14	11	29	12	31	2				74	105
Gabon														
Gambia														
Georgia														
Germany	4	2				1	1						1	2
Ghana	2				2									2
Greece			1											1
Grenada														
Guatemala														
Guinea														
Guinea-Bissau														
Guyana	3	2	1	1				1					2	3
Haiti														
Honduras														
Hungary														
Iceland														
India														
Indonesia														
Iran (Islamic Republic of)	1	1				1							1	1
Iraq	1	1						1					1	1

Country of nationality	No. of staff 30/06/06		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/07	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Ireland	2	1	1					2					2	3
Israel	1				1									1
Italy	2	2				1		1					2	2
Jamaica	1	1		1									1	1
Japan														
Jordan	6	5	1			2		3					5	6
Kazakhstan	1		1											1
Kenya	2				1		1							2
Kiribati														
Kuwait														
Kyrgyzstan														
Lao People's Democratic Republic														
Latvia														
Lebanon	13	11			2	3	1	6		3			12	15
Lesotho														
Liberia														
Libyan Arab Jamahiriya	1				1									1
Liechtenstein														
Lithuania														
Luxembourg														
Madagascar														
Malawi														
Malaysia	1													
Maldives														
Mali														
Malta														
Marshall Islands														
Mauritania	1						1							1
Mauritius	1	1						1					1	1
Mexico	5	3		2	1	1	1						3	5
Micronesia (Federated States of)														
Monaco														
Mongolia														
Morocco	22	4	1		5	3	11	1					4	21
Mozambique														
Myanmar														
Namibia														
Nauru														
Nepal														
Netherlands	1						1							1
New Zealand	1	1				1							1	1

Country of nationality	No. of staff 30/06/06		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/07	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Nicaragua														
Niger	1						1							1
Nigeria														
Norway														
Oman														
Pakistan														
Palau														
Panama	1				1									1
Papua New Guinea														
Paraguay	1	1						1					1	1
Peru	6	4		1	1	2	1	1					4	6
Philippines														
Poland														
Portugal														
Qatar														
Republic of Korea														
Republic of Moldova														
Republic of Montenegro														
Republic of Serbia														
Romania														
Russian Federation	126	5	21		62	1	36	5					6	125
Rwanda														
Saint Kitts and Nevis														
Saint Lucia														
Saint Vincent and the Grenadines														
Samoa														
San Marino														
Sao Tome and Principe														
Saudi Arabia														
Senegal	4				2		2							4
Seychelles														
Sierra Leone														
Singapore														
Slovakia														
Slovenia														
Solomon Islands														
Somalia														
South Africa														
Spain	62	33	2	6	12	9	14	18	1	6			39	68
Sri Lanka														
Sudan	12	1			7		3							10
Suriname														

Country of nationality	No. of staff 30/06/06		P-5		P-4		P-3		P-2		P-1		No. of staff 30/06/07	
	Total	F	M	F	M	F	M	F	M	F	M	F	F	Total
Swaziland														
Sweden	1	1				1							1	1
Switzerland	6	5		2	2	1		1		1			5	7
Syrian Arab Republic	11	8	1	2	2	5		2	1				9	13
Tajikistan														
Thailand														
The former Yugoslav Republic of Macedonia														
Timor-Leste														
Togo														
Tonga														
Trinidad and Tobago	2	2				1		1					2	2
Tunisia	17	4	3		6	1	5	1					2	16
Turkey														
Turkmenistan														
Tuvalu														
Uganda														
Ukraine	8				6		2							8
United Arab Emirates														
United Kingdom of Great Britain and Northern Ireland	57	26	8	6	8	10	12	8		1			25	53
United Republic of Tanzania														
United States of America	80	40	6	6	19	16	15	17	1	1			40	81
Uruguay	9	7	1	1		3	1	3					7	9
Uzbekistan														
Vanuatu														
Venezuela								1					1	1
Viet Nam														
Yemen														
Zambia														
Zimbabwe	1				1									1
Subtotal	**844**	**349**	**81**	**57**	**231**	**137**	**165**	**141**	**12**	**17**			**352**	**841**
Others														
Palestinian	1				1									1
Stateless														
Subtotal	**1**				**1**									**1**
Total	**845**	**349**	**81**	**57**	**232**	**137**	**165**	**141**	**12**	**17**			**352**	**842**

Table A.8
Desirable range and weighted distribution of staff in posts subject to geographical distribution and weighted staff position as at 30 June 2007

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Afghanistan	0.001	2-14	6.88	2	173-1165	572.47	182
Albania	0.006	2-14	6.42	7	135-1165	534.38	486
Algeria	0.085	4-14	8.42	7	301-1165	700.42	575
Andorra	0.008	2-14	6.38	2	132-1165	531.28	108
Angola	0.003	2-14	6.68		157-1165	556.22	
Antigua and Barbuda	0.002	1-14	6.28	1	124-1165	523.06	82
Argentina	0.325	8-17	12.50	34	641-1440	1,040.64	2789
Armenia	0.002	2-14	6.35	5	129-1165	528.53	417
Australia	1.787	31-42	36.20	54	2561-3465	3,013.00	4307
Austria	0.887	16-26	21.07	29	1354-2153	1,753.88	2023
Azerbaijan	0.005	2-14	6.52	5	143-1165	542.91	350
Bahamas	0.016	2-14	6.52	10	143-1165	542.75	687
Bahrain	0.033	2-14	6.81		167-1165	566.88	
Bangladesh	0.010	5-15	9.99	10	432-1231	831.68	1083
Barbados	0.009	2-14	6.41	2	134-1165	533.06	167
Belarus	0.020	2-14	6.80	9	166-1165	565.80	802
Belgium	1.102	20-29	24.67	28	1654-2453	2,053.05	2537
Belize	0.001	1-14	6.27	4	123-1165	522.07	303
Benin	0.001	2-14	6.47	6	139-1165	538.48	411
Bhutan	0.001	1-14	6.28	5	123-1165	522.76	469
Bolivia	0.006	2-14	6.56	7	147-1165	546.27	517
Bosnia and Herzegovina	0.006	2-14	6.44	6	136-1165	535.78	468
Botswana	0.014	2-14	6.52	1	143-1165	542.91	54
Brazil	0.876	20-30	25.03	39	1684-2483	2,083.05	3212
Brunei Darussalam	0.026	2-14	6.69	1	157-1165	556.59	54
Bulgaria	0.020	2-14	6.75	17	162-1165	561.95	1512
Burkina Faso	0.002	2-14	6.62	5	151-1165	550.65	433
Burundi	0.001	2-14	6.46	7	138-1165	537.49	547
Cambodia	0.001	2-14	6.59	1	149-1165	548.64	82
Cameroon	0.009	2-14	6.82	16	168-1165	567.33	1349
Canada	2.977	48-65	56.11	58	3969-5370	4,669.89	5133
Cape Verde	0.001	1-14	6.28	3	123-1165	522.52	231
Central African Republic	0.001	2-14	6.36	3	130-1165	529.68	236
Chad	0.001	2-14	6.51	1	142-1165	541.76	132
Chile	0.161	4-14	9.28	18	373-1172	772.46	1343
China	2.667	68-92	80.22	70	5675-7678	6,676.14	5529
Colombia	0.105	4-14	9.02	11	351-1165	750.97	1066
Comoros	0.001	1-14	6.29		124-1165	523.10	
Congo	0.001	2-14	6.35	2	129-1165	528.60	149

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Costa Rica	0.032	2-14	6.88	6	173-1165	572.48	533
Côte d'Ivoire	0.009	2-14	6.83	12	169-1165	568.66	1033
Croatia	0.050	2-14	7.18	8	198-1165	597.36	649
Cuba	0.054	3-14	7.40	5	216-1165	615.45	388
Cyprus	0.044	2-14	7.00	3	183-1165	582.18	221
Czech Republic	0.281	6-16	11.12	10	526-1325	925.14	858
Democratic People's Republic of Korea	0.007	2-14	6.90		175-1165	574.42	
Democratic Republic of the Congo	0.003	3-14	7.71	6	242-1165	641.83	409
Denmark	0.739	14-23	18.57	14	1146-1945	1,545.17	1287
Djibouti	0.001	1-14	6.29	6	124-1165	523.09	455
Dominica	0.001	1-14	6.27	3	122-1165	521.65	201
Dominican Republic	0.024	2-14	6.87	4	172-1165	571.43	356
Ecuador	0.021	2-14	6.90	5	175-1165	574.03	403
Egypt	0.088	5-14	9.40	17	383-1182	782.69	1673
El Salvador	0.020	2-14	6.73	8	161-1165	560.49	613
Equatorial Guinea	0.002	1-14	6.29	3	124-1165	523.85	264
Eritrea	0.001	2-14	6.38	6	131-1165	530.63	450
Estonia	0.016	2-14	6.54	5	145-1165	544.63	370
Ethiopia	0.003	3-14	8.17	22	281-1165	680.24	1627
Fiji	0.003	2-14	6.32	10	126-1165	525.85	733
Finland	0.564	11-20	15.68	18	905-1704	1,304.55	1580
France	6.301	95-128	111.61	123	7895-10682	9,288.42	10242
Gabon	0.008	2-14	6.41	1	134-1165	533.64	54
Gambia	0.001	2-14	6.31	5	125-1165	524.73	546
Georgia	0.003	2-14	6.40	3	133-1165	532.52	302
Germany	8.577	127-172	149.63	169	10585-14321	12,453.16	13665
Ghana	0.004	2-14	6.85	12	170-1165	569.71	1149
Greece	0.596	12-21	16.34	16	960-1759	1,359.51	1298
Grenada	0.001	1-14	6.27	2	122-1165	521.73	134
Guatemala	0.032	2-14	7.08	2	190-1165	589.16	149
Guinea	0.001	2-14	6.48	4	140-1165	539.11	275
Guinea-Bissau	0.001	2-14	6.30	1	125-1165	524.71	100
Guyana	0.001	1-14	6.28	12	123-1165	522.91	1052
Haiti	0.002	2-14	6.50	4	141-1165	540.91	331
Honduras	0.005	2-14	6.49	2	141-1165	540.36	149
Hungary	0.244	6-15	10.50	10	475-1274	874.04	894
Iceland	0.037	2-14	6.87	4	172-1165	571.53	303
India	0.450	34-46	40.04	50	2832-3832	3,332.17	4400
Indonesia	0.161	9-19	14.13	17	776-1575	1,175.97	1163
Iran (Islamic Republic of)	0.180	6-16	10.83	9	501-1300	900.98	913
Iraq	0.015	2-14	7.15	3	196-1165	595.17	269

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Ireland	0.445	9-18	13.69	11	740-1539	1,139.30	999
Israel	0.419	9-18	13.32	12	709-1508	1,108.53	908
Italy	5.079	78-105	91.38	117	6464-8746	7,605.17	9465
Jamaica	0.010	2-14	6.48	12	140-1165	538.98	1026
Japan	16.624	241-326	283.43	108	20050-27127	23,588.49	8745
Jordan	0.012	2-14	6.58	11	148-1165	547.75	981
Kazakhstan	0.029	2-14	7.08	7	189-1165	588.92	430
Kenya	0.010	2-14	7.26	22	205-1165	604.34	1802
Kiribati	0.001	1-14	6.27		122-1165	521.70	
Kuwait	0.182	5-14	9.32		376-1175	775.43	
Kyrgyzstan	0.001	2-14	6.39	5	132-1165	531.51	329
Lao People's Democratic Republic	0.001	2-14	6.40	1	133-1165	532.52	82
Latvia	0.018	2-14	6.60	4	150-1165	549.14	255
Lebanon	0.034	2-14	6.90	12	175-1165	574.54	869
Lesotho	0.001	2-14	6.31	2	126-1165	525.30	167
Liberia	0.001	2-14	6.35	5	129-1165	528.56	482
Libyan Arab Jamahiriya	0.062	3-14	7.41	2	217-1165	616.85	200
Liechtenstein	0.010	2-14	6.42		134-1165	533.95	
Lithuania	0.031	2-14	6.84	2	170-1165	569.09	164
Luxembourg	0.085	3-14	7.66	5	238-1165	637.75	395
Madagascar	0.002	2-14	6.73	5	160-1165	559.84	370
Malawi	0.001	2-14	6.58	2	148-1165	547.66	167
Malaysia	0.190	5-15	9.98	12	431-1230	830.93	1204
Maldives	0.001	1-14	6.27	1	123-1165	522.10	67
Mali	0.001	2-14	6.54	8	145-1165	544.68	790
Malta	0.017	2-14	6.54	3	145-1165	544.26	162
Marshall Islands	0.001	1-14	6.27		122-1165	521.64	
Mauritania	0.001	2-14	6.34	5	128-1165	527.39	365
Mauritius	0.011	2-14	6.46	2	138-1165	537.63	108
Mexico	2.257	39-53	45.89	38	3247-4392	3,819.43	2904
Micronesia (Federated States of)	0.001	1-14	6.27	1	122-1165	521.73	67
Monaco	0.003	2-14	6.30		125-1165	524.34	
Mongolia	0.001	2-14	6.33	5	127-1165	526.46	398
Morocco	0.042	3-14	7.65	5	237-1165	636.43	500
Mozambique	0.001	2-14	6.75	2	162-1165	561.69	154
Myanmar	0.005	3-14	7.43	8	219-1165	618.61	473
Namibia	0.006	2-14	6.40	2	133-1165	532.29	149
Nauru	0.001	1-14	6.27		122-1165	521.55	
Nepal	0.003	2-14	6.94	7	178-1165	577.19	577
Netherlands	1.873	32-43	37.52	38	2655-3591	3,122.98	3418
New Zealand	0.256	6-15	10.57	16	480-1279	879.54	1572
Nicaragua	0.002	2-14	6.41	6	134-1165	533.42	477

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Niger	0.001	2-14	6.59	7	149-1165	548.23	497
Nigeria	0.048	6-15	10.38	16	465-1263	864.02	1442
Norway	0.782	14-24	19.26	13	1203-2002	1,602.82	848
Oman	0.073	3-14	7.51	1	226-1165	625.27	54
Pakistan	0.059	6-16	10.92	15	509-1308	908.79	1317
Palau	0.001	1-14	6.27		122-1165	521.56	
Panama	0.023	2-14	6.70	6	159-1165	558.01	458
Papua New Guinea	0.002	2-14	6.43	3	135-1165	534.78	221
Paraguay	0.005	2-14	6.47	6	139-1165	538.52	365
Peru	0.078	3-14	8.17	10	280-1165	679.63	917
Philippines	0.078	5-14	9.52	46	393-1192	792.35	3601
Poland	0.501	11-20	15.38	13	880-1679	1,279.60	1117
Portugal	0.527	10-20	15.19	12	864-1663	1,263.77	787
Qatar	0.085	3-14	7.67	1	239-1165	638.45	67
Republic of Korea	2.173	37-50	43.19	31	3055-4134	3,594.64	2658
Republic of Moldova	0.001	2-14	6.35	1	129-1165	528.65	120
Republic of Montenegro	0.001	1-14	6.28		123-1165	522.65	
Republic of Serbia	0.021	2-14	6.82	9	168-1165	567.49	716
Romania	0.070	3-14	7.89	15	257-1165	656.51	1171
Russian Federation	1.200	24-34	29.26	89	2036-2835	2,435.45	8087
Rwanda	0.001	2-14	6.49	6	140-1165	539.78	391
Saint Kitts and Nevis	0.001	1-14	6.27	6	122-1165	521.62	475
Saint Lucia	0.001	1-14	6.27	2	122-1165	521.84	149
Saint Vincent and the Grenadines	0.001	1-14	6.27	4	122-1165	521.75	270
Samoa	0.001	1-14	6.27		122-1165	521.88	
San Marino	0.003	2-14	6.30	2	125-1165	524.33	134
Sao Tome and Principe	0.001	1-14	6.27		122-1165	521.82	
Saudi Arabia	0.748	14-24	19.15	7	1194-1993	1,593.73	554
Senegal	0.004	2-14	6.60	11	149-1165	548.88	1016
Seychelles	0.002	1-14	6.28	4	124-1165	523.06	323
Sierra Leone	0.001	2-14	6.40	3	133-1165	532.54	307
Singapore	0.347	7-17	12.08	9	606-1404	1,004.98	778
Slovakia	0.063	3-14	7.41	6	217-1165	616.78	480
Slovenia	0.096	3-14	7.88	3	256-1165	655.74	253
Solomon Islands	0.001	1-14	6.28	1	123-1165	522.46	67
Somalia	0.001	2-14	6.46	4	138-1165	537.85	308
South Africa	0.290	7-17	12.13	19	610-1409	1,009.55	1529
Spain	2.968	48-65	56.22	51	3977-5381	4,678.93	3961
Sri Lanka	0.016	2-14	6.95	5	179-1165	578.35	490
Sudan	0.010	2-14	7.28	9	207-1165	606.26	774
Suriname	0.001	1-14	6.28	2	123-1165	522.39	149
Swaziland	0.002	2-14	6.31	3	126-1165	525.04	216

Country of nationality	Assessment[a] (percentage)	Desirable range[b]	Midpoint[c]	No. of staff[d]	Weighted range	Weighted midpoint	Weighted staff position
Sweden	1.071	19-29	24.13	31	1608-2407	2,007.97	2634
Switzerland	1.216	22-31	26.48	22	1805-2603	2,204.02	1692
Syrian Arab Republic	0.016	2-14	6.96	9	180-1165	579.53	729
Tajikistan	0.001	2-14	6.42		135-1165	534.17	
Thailand	0.186	6-16	10.76	15	496-1295	895.47	1379
The former Yugoslav Republic of Macedonia	0.005	2-14	6.38	4	131-1165	530.84	268
Timor-Leste	0.001	1-14	6.29		124-1165	523.69	
Togo	0.001	2-14	6.42	6	134-1165	533.89	424
Tonga	0.001	1-14	6.27	1	122-1165	521.71	67
Trinidad and Tobago	0.027	2-14	6.73	12	160-1165	559.73	903
Tunisia	0.031	2-14	6.99	14	183-1165	582.11	1358
Turkey	0.381	9-19	14.23	14	784-1583	1,183.88	1022
Turkmenistan	0.006	2-14	6.46	1	138-1165	537.71	54
Tuvalu	0.001	1-14	6.27	1	122-1165	521.55	82
Uganda	0.003	2-14	7.00	21	183-1165	582.24	1934
Ukraine	0.045	3-14	8.03	19	269-1165	668.67	1685
United Arab Emirates	0.302	7-16	11.33		544-1343	943.08	
United Kingdom of Great Britain and Northern Ireland	6.642	100-135	117.21	106	8292-11218	9,755.04	9947
United Republic of Tanzania	0.006	2-14	7.26	9	205-1165	604.32	952
United States of America	22.000	320-433	376.15	327	26609-36000	31,304.66	27770
Uruguay	0.027	2-14	6.77	8	164-1165	563.50	665
Uzbekistan	0.008	2-14	7.00	7	183-1165	582.51	404
Vanuatu	0.001	1-14	6.27		122-1165	521.95	
Venezuela	0.200	5-15	10.17	15	447-1246	846.70	1253
Viet Nam	0.024	4-14	8.62	3	318-1165	717.10	300
Yemen	0.007	2-14	6.87	1	172-1165	571.79	54
Zambia	0.001	2-14	6.54	5	144-1165	543.90	390
Zimbabwe	0.008	2-14	6.68	15	157-1165	556.19	1270
Total	**100.00**			**2727**		**249,117.45**	

[a] Source: General Assembly resolution 55/5 B of 23 December 2000.

[b] Derived from application of the methodology established by the General Assembly in its resolution 42/220 of 21 December 1987.

[c] Calculated on the basis of the membership, population and contribution factors.

[d] Excludes staff members from non-Member States.

Table A.9

Gender distribution of staff in the United Nations Secretariat by department or office and grade as at 30 June 2007

A. Staff in the Professional and higher categories in posts subject to geographical distribution

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
CTED									1		1		2	1					4	1	5	20.00
DDA					1	1		2	11	2	6			1	2	2			20	8	28	29.00
DESA	1		2	1	7	3	20	12	35	22	42	37	27	23	23	19			157	117	274	43.00
DGACM	1		1		1	2	7	7	8	5	5	7	3	7	1	2			27	30	57	53.00
DM/CMP					1				2	2			3						6	2	8	25.00
DM/OCSS			1		1	1	6		16	4	28	8	27	8	10	10			89	31	120	26.00
DM/OHRM				1	1	2	2	3	3	7	11	14	5	13	6	5			28	45	73	62.00
DM/OPPBA			1		1	1	2	4	7	8	14	16	11	14	5	4			41	47	88	53.00
DM/OUSG		1			1		1	3	5	5	3	2	1	1		1			11	13	24	54.00
DM/SECCOM					1		1		1	2		1	1						4	3	7	43.00
DPA	1			1	2	1	5	6	15	11	15	12	8	10	7	3			53	44	97	45.00
DPI	1				2	1	7	10	18	16	34	26	31	43	11	26			104	122	226	54.00
DPKO	1		1	1	1	1	5	3		8	7	13	12	20	8	12			35	58	93	62.00
DSS	1				1	1	1	1	3	1	10	4	6	5	4	2			26	14	40	35.00
ECA	1						8	4	25	3	28	13	34	16	18	8			114	44	158	28.00
ECE	1				1		7	2	16	6	20	9	17	8	8	6			70	31	101	31.00
ECLAC	1						8	1	18	6	27	12	19	11	17	12			90	42	132	32.00
ESCAP	1				1		9	2	19	9	34	8	20	11	15	15			99	45	144	31.00
ESCWA							4	1	14	2	12	13	8	9	6	9			44	34	78	44.00
Ethics					1					1			1						2	1	3	33.00
FMADPKO			8		1	1	3		8	8	16	14	11	11	5	2			52	36	88	41.00
InterOrg[a]										1	1	1	1						2	2	4	50.00
OCHA	1			1	1		1		10	6	9	10	4	6	2	3			28	26	54	48.00
OHCHR		1		1	2	1	3	1	18	5	20	23	18	22	11	24			72	78	150	52.00
OHRLLS	1					1	1		2	1	1			1		1			5	4	9	44.00
OIOS		1					2		8	3	11	6	6	11	1	3			28	24	52	46.00
OLA	1		1		2	2	4	4	11	3	6	12	8	8	6	6			39	35	74	47.00
Ombudsman				1								1		1						3	3	100.00

Department/ office	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OSAA					1				1	2	1			4					3	6	9	67.00
OSG	1	1	1		2	1	4	1	3	1	1	3	2	2		1			14	10	24	42.00
OSRSG/CAAC		1								1	2								2	2	4	50.00
RegCom							1		1										2		2	
UNAT										1				1						2	2	100.00
UNCC			1										1						2		2	
UNCTAD	1				4	2	6	4	28	9	32	16	28	23	13	10			112	64	176	36.00
UNEP	1				2		3	2	1	2	2	4	1	2	1	1			11	11	22	50.00
UNFIP					1			1											1	1	2	50.00
UN-Habitat		1			1		2	2	7	3	9	5	3	5	1	5			23	21	44	48.00
UNMOVIC												1								1	1	100.00
UNODC	1				1	1	5	1	14	1	10	15	8	19	3	7			42	44	86	51.00
UNOG	1				1	1	6	4	9	5	15	8	11	17	6	13			49	48	97	49.00
UNON					1		1		2	1	2	4	7	3	2	4			15	12	27	44.00
UNOV					2		1	2	6	1	8	4	4	7	4	3			25	17	42	40.00
Total	**18**	**6**	**17**	**7**	**46**	**24**	**136**	**83**	**346**	**174**	**443**	**322**	**349**	**344**	**196**	**219**			**1551**	**1179**	**2730**	**43.00**

[a] Inter-organizational bodies includes the Joint Inspection Unit.

Table A.9

B. Staff in the Professional category in posts with special language requirements

Department/ office	P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F		
CTED					1						1		1	
DDA														
DESA														
DGACM	49	36	112	77	90	79	10	14			261	206	467	44.11
DM/CMP														
DM/OCSS														
DM/OHRM														
DM/OPPBA														
DM/OUSG														
DM/SECCOM														
DPA														
DPI						1						1	1	100.00
DPKO														
DSS														
ECA			3	1	4	1					7	2	9	22.22
ECE	1					1					1	1	2	50.00
ECLAC			1	3		4		1			1	8	9	88.89
ESCAP	1		8		5	3	1				15	3	18	16.67
ESCWA			1	2		3		1			1	6	7	85.71
Ethics														
FMADPKO			1			1					1	1	2	50.00
InterOrg[a]														
OCHA														
OHCHR				1								1	1	100.00
OHRLLS														
OIOS														
OLA				1		1						2	2	100.00
Ombudsman														
OSAA														

Department/ office	P-5		P-4		P-3		P-2		P-1		Total		Grand total	Percentage of women
	M	F	M	F	M	F	M	F	M	F	M	F		
OSG														
OSRSG/CAAC														
RegCom														
UNAT														
UNCC														
UNCTAD			1		2						3		3	
UNEP	1										1		1	
UNFIP														
UN-Habitat														
UNMOVIC														
UNODC														
UNOG	25	17	72	37	41	35	1				139	89	228	39.04
UNON	1		10	5	9	5					20	10	30	33.33
UNOV	3	4	23	10	13	7		1			39	22	61	36.07
Total	**81**	**57**	**232**	**137**	**165**	**141**	**12**	**17**			**490**	**352**	**842**	**41.81**

[a] Inter-organizational bodies includes the Joint Inspection Unit.

Table A.10

Staff at senior levels in posts subject to geographical distribution by nationality and grade

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Afghanistan																1					1				
Albania																									
Algeria																4	3	1	1	1	4	3	1	1	1
Andorra																									
Angola																									
Antigua and Barbuda																									
Argentina		1	1	1	1						1	1	1	2	2	2	2	3	1	1	3	4	5	4	4
Armenia											1	1	1	1	1						1	1	1	1	1
Australia											1	1	1	2	2	3	2	2	3	3	4	3	3	5	5
Austria																1	1				1	1			
Azerbaijan																									
Bahamas																									
Bahrain																									
Bangladesh	1	1	1	1	1											1	1	1	3	3	2	2	2	4	4
Barbados																									
Belarus																1	3	3	2	2	1	3	3	2	2
Belgium											1	2	2	3	3	5	5	6	4	4	6	7	8	7	7
Belize																									
Benin																									
Bhutan																		1	1	1			1	1	1
Bolivia																									
Bosnia and Herzegovina																									
Botswana				1																				1	
Brazil	2	1							1	1	1	1	1			3	3	3	2	2	6	5	4	3	3
Brunei Darussalam																									
Bulgaria																1	1	1	1	2	1	1	1	1	2
Burkina Faso																2	2	2	2	1	2	2	2	2	1
Burundi																									
Cambodia																									
Cameroon															1	1	1	1	1		1	1	1	1	1

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Canada	1	1	2	1	1						3	1			1	5	6	4	5	4	9	8	6	6	6
Cape Verde																									
Central African Republic																									
Chad															1										1
Chile						1	1	1			1	1				3	2	4	3	2	5	4	5	3	2
China	1	1	1	1							2	2	2	2	1	8	6	4	6	9	11	9	7	9	10
Colombia	1	1	1	1	1													1	3	3	1	1	2	4	4
Comoros																									
Congo																									
Costa Rica																2	2	2	1	1	2	2	2	1	1
Côte d'Ivoire																		1	1	2			1	1	2
Croatia																									
Cuba																									
Cyprus	1										1	1									2	1			
Czech Republic											1	1	1	1	1						1	1	1	1	1
Democratic People's Republic of Korea																									
Democratic Republic of the Congo																									
Denmark									1	1	1	1	1								1	1	1	1	1
Djibouti																									
Dominica																									
Dominican Republic																				1					1
Ecuador																1	1	1	1	1	1	1	1	1	1
Egypt	1	1	1	1	1							1	1	1	1	3	3	2	1	3	4	5	4	3	5
El Salvador																									
Equatorial Guinea																									
Eritrea																									
Estonia																									
Ethiopia									1	1	1	1	1			3	3	2	2	1	4	4	3	3	2
Fiji																									
Finland											1	1	1	1	1	1	1	1	1	2	2	2	2	2	3

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
France	1	1	1	1	1		1			1	5	3	2	3	1	8	10	15	15	17	14	15	18	19	20
Gabon																									
Gambia				1	1						2	2	1	1					1	1	2	2	1	3	2
Georgia																				1					1
Germany	1	1	1	1	1	1	1	1	1	1	4	4	4	4	7	10	9	13	12	14	16	15	19	18	23
Ghana	1	1	1											1	1	1	2	2	2	2	2	3	3	3	3
Greece																	1	1	2	3		1	1	2	3
Grenada																									
Guatemala																									
Guinea																									
Guinea-Bissau																									
Guyana						2	1					1	1	1	1	1	1	2	2	2	3	3	3	3	3
Haiti											1	1									1	1			
Honduras																									
Hungary																1	1	1	1	1	1	1	1	1	1
Iceland																									
India	2	1	1	2	1						2	2	2	2	2	7	7	6	9	7	11	10	9	13	10
Indonesia																									
Iran (Islamic Republic of)															1	2	2	3	4	3	2	2	3	4	4
Iraq																1	2	3	2	1	1	2	3	2	1
Ireland							1	1							1	1	1	1	1		1	2	2	1	1
Israel																1	2	1	1	2	1	2	1	1	2
Italy	1	1	1	1	1	1	1	1	1	1	4	3	3	3	3	2	2	1	1	3	8	7	6	6	8
Jamaica						2	1	1	1	1											2	1	1	1	1
Japan	1	1	1	1	1	1					1	1	2	2	2	4	5	3	4	3	7	7	6	7	6
Jordan														1	1				1	1				2	2
Kazakhstan																									
Kenya											1					1	2	2	2	1	2	2	2	2	1
Kiribati																									
Kuwait											1	1	1								1	1	1		
Kyrgyzstan																									
Lao People's Democratic Republic																									
Latvia																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Lebanon													1			2	1				2	1	1		
Lesotho																									
Liberia																1	1	1			1	1	1		
Libyan Arab Jamahiriya																		1					1		
Liechtenstein																									
Lithuania																									
Luxembourg																									
Madagascar																									
Malawi																									
Malaysia								1	1	1						1	1	1	2	3	1	1	2	3	4
Maldives																									
Mali											1	1	1	1	1	1	1	2	2	3	2	2	3	3	4
Malta													1			1	1				1	1	1		
Marshall Islands																									
Mauritania																1	1				1	1			
Mauritius						1	1				1	1									2	2			
Mexico				1	1						1	2	4	4	4	3	4	3	2	1	4	6	7	7	6
Micronesia (Federated States of)																									
Monaco																									
Mongolia																									
Morocco																3	1	1			3	1	1		
Mozambique																1	1	1	1		1	1	1	1	
Myanmar																1					1				
Namibia						1	1	1	1												1	1	1	1	
Nauru																									
Nepal																									
Netherlands									1		1	1	1	2	2	5	5	3	3	3	6	6	4	6	5
New Zealand							1	1	2	2	2	1	2	2	1	1	2	1	2	2	3	4	4	6	5
Nicaragua																									
Niger											1	1	1	1	1						1	1	1	1	1
Nigeria				1											2	3	2	3	3		3	2	3	4	2
Norway		1	1	1							1	1									1	2	1	1	
Oman											1	1	1			1	1	1			2	2	2		

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Pakistan	1	1						1	1		2	2	2	1	1	1	2	2	2	2	4	5	5	4	3
Palau																									
Panama											1	1	1	1	1						1	1	1	1	1
Papua New Guinea																									
Paraguay																									
Peru											1	2	1			3	3	3	3	2	4	5	4	3	2
Philippines												1										1			
Poland				1	1											2	2	2			2	2	2	1	1
Portugal																									
Qatar																									
Republic of Korea	1	1	1	1	1					1								1	1	1	1	1	2	2	3
Republic of Moldova																	1	1	1	1		1	1	1	1
Romania																		1	1	1			1	1	1
Russian Federation	1	1	1	1	1						2	2	3	4	4	12	11	14	16	13	15	14	18	21	18
Rwanda																									
Saint Kitts and Nevis																									
Saint Lucia																									
Saint Vincent and the Grenadines																									
Samoa																									
San Marino																									
Sao Tome and Principe																									
Saudi Arabia																1	1	1		1	1	1	1		1
Senegal						1	1				2	2	2	2	2	3	2	2	2	1	6	5	4	4	3
Serbia and Montenegro																1					1				
Seychelles																		1	1	1			1	1	1
Sierra Leone											1	1	1	1					1	2	1	1	1	2	2
Singapore	1	1					1	1	1	1	1	1	1	1	1	2	3	3	2	1	4	6	5	4	3
Slovakia	1	1	1																		1	1	1		
Slovenia						1	1	1					1	1	1	1	1				2	2	2	1	1
Solomon Islands																									

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Somalia																									
South Africa															1					1					2
Spain																1	1	1	1	1	1	1	1	1	1
Sri Lanka				1	1																			1	1
Sudan																2	1	1	1		2	1	1	1	
Suriname																									
Swaziland																1	1				1	1			
Sweden	1			1	1	1	1	2	2	2	1	1	1	1	1	2	1	1	1	1	5	3	4	5	5
Switzerland			1	1	1										1	3	3	3	3	2	3	3	4	4	4
Syrian Arab Republic																		2					2		
Tajikistan																									
Thailand				1	1											1	2	2	2	2	1	2	2	3	3
The former Yugoslav Republic of Macedonia																									
Timor-Leste																									
Togo																									
Tonga																									
Trinidad and Tobago												1	1	1	1	1	1	1			1	2	2	1	1
Tunisia						1	1	1	1	2	1	1				3	3	2	2	2	5	5	3	3	4
Turkey											1					4	4	4	3	1	5	4	4	3	1
Turkmenistan																									
Tuvalu																									
Uganda								1	1	1	1	1	1	1	1	3	3	2	2	3	4	4	4	4	5
Ukraine																1	2	2	2	2	1	2	2	2	2
United Arab Emirates																									
United Kingdom of Great Britain and Northern Ireland	1	1	2	2	2	1	1	2	1	2	6	7	4	4	3	12	10	10	11	15	20	19	18	18	22
United Republic of Tanzania	1	1	1	1	2																1	1	1	1	2
United States of America	1	1	1	1	1	2	1	2	3	4	9	8	5	6	5	36	37	38	42	36	48	47	46	52	46

Country of nationality	USG					ASG					D-2					D-1					Total				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Uruguay											1	1	1			1					2	1	1		
Uzbekistan																									
Vanuatu																1	1	1			1	1	1		
Venezuela												1	1	1	1		1	1	1	1		2	2	2	2
Viet Nam																									
Yemen																1	1				1	1			
Zambia																1	1	1	2	1	1	1	1	2	1
Zimbabwe																				1					1
Subtotal	**24**	**22**	**22**	**28**	**24**	**17**	**17**	**19**	**21**	**23**	**76**	**76**	**67**	**66**	**70**	**216**	**216**	**221**	**223**	**218**	**333**	**331**	**329**	**338**	**335**
Others																									
Palestine																			1	1				1	1
Stateless									1	1	1	1	1								1	1	1	1	1
Subtotal									**1**	**1**	**1**	**1**	**1**						**1**	**1**	**1**	**1**	**1**	**2**	**2**
Economic grouping																									
Developing countries	14	12	9	15	12	9	8	8	9	9	31	36	32	26	29	96	92	92	88	82	150	148	141	138	132
Developed countries	8	8	11	11	10	7	8	10	12	14	41	36	29	33	34	100	102	104	111	113	156	154	154	167	171
Countries in transition	2	2	2	2	2	1	1	1			4	4	6	7	7	20	22	25	24	23	27	29	34	33	32
Total	**24**	**22**	**22**	**28**	**24**	**17**	**17**	**19**	**22**	**24**	**77**	**77**	**68**	**66**	**70**	**216**	**216**	**221**	**224**	**219**	**334**	**332**	**330**	**340**	**337**

Table A.11
Methodology for deriving weighted ranges

Grade	*(1) Number of staff*	*(2) Percentage of total*	*(3)=(2) x base Weighted number of staff*	*(4) Salary*[a]	*(5)=(3) x (4) Weighted base figure*
USG	24	0.879	26.37	186	4 905
ASG	24	0.879	26.37	169	4 457
D-2	70	2.564	76.92	139	10 692
D-1	219	8.022	240.66	127	30 564
P-5	520	19.048	571.43	105	60 000
P-4	765	28.022	840.66	86	72 297
P-3	693	25.385	761.54	70	53 308
P-2	415	15.201	456.04	57	25 994
Total	**2 730**	**100**	**2 900.00**		**262 216**

[a] Gross annual salary, in United States dollars, divided by 1,000. Salary scale effective 1 January 2007.